

# RECLAIM OUR FUTURE



Fighting for the Promise of a Better America



## State of the Union 2020–2022



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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're fighting for a better life for all and for the next generation to do even better.

These past two years have been like no others. For the first time ever, the AFT 2020 convention wasn't in person. So being together in Boston—with the chance to see your faces and tell you what your dedication and courage have meant for so many—is really awesome.

I've visited more than 125 schools and other work sites—and counting—since April 2021. I have witnessed the challenges and your commitment to students, patients and our communities. So much was asked of you, and you brought it. Now you're helping America recover—a tall order because our country faces continuing crises, from assaults on democracy here and abroad, to a climate emergency and refugee crises, to COVID-19 and gun violence, to a war on truth and honest history and a devaluing of our lived experience and our diversity.

Add to this deep economic uncertainty and stress. Higher prices—at the pump, in grocery stores, at the pharmacy and seemingly everywhere—hurt. The skyrocketing costs of rent and buying a home hurt. All these are caused by factors far beyond President Joe Biden's war in Ukraine and oil companies' price gouging, to Republicans in Congress blocking efforts to lower the cost of prescription drugs and private equity firms scooping up real estate. Americans feel squeezed—and tired.

And then there are the effects of all these factors: the anxiety and

trauma all of us feel, especially our kids. Any one of these challenges would be hard; the totality has made our jobs even more vital. Whether a public employee or a healthcare worker or an educator, you make a difference in the lives of others. You are the aspiration agents. You're living proof that unions are built for hard times, and that we try to create a more just, compassionate and inclusive world, and an economy that works for all. You've done remarkable work these past two years. And there are thousands of grateful communities to show for it. Unfortunately, those communities and our country are nested in a polarized, fracturing world.

Every moment in history can be viewed through a lens of hope or fear, aspiration or anger. And we are in a very dangerous moment in U.S. history. While the economy has some strength, people are feeling the aftereffects of COVID-19 and the war: in supply chain shortages and increased prices, as well as trauma and anxiety. The extremists—the haters, the privatizers, the anti-union crowd—are exploiting this anxiety and uncertainty to try to destroy public education and hack at the foundations of our democracy. We're seeing the attacks in state after state: censoring teachers from talking about “divisive” topics, book bans, “don't say gay” statutes and tiplines reminiscent of McCarthyism encouraging parents to “report” educators for teaching honest history. The attempts to divide and create fear are particularly callous these days, as certain governors have worked to marginalize LGBTQIA+



students and to gut programs that support social and emotional healing and development.

The extremists want to turn back the clock: to squelch voting rights, labor rights and reproductive rights. They want to erase what political philosopher Alexis de Tocqueville marveled over, back in 1835: an America in which diversity was celebrated (though then, as now, still far from the egalitarian society we aspire to). They want to divide and conquer by demonizing certain groups as “the other,” stoking resentment and fear instead of appreciating the strength our diversity has brought to this nation of immigrants. While “otherism” isn't new—we have grappled with it in America from the treatment of Indigenous peoples, the enslavement of Africans and Jim Crow laws, to the 1850s Know-Nothings, the denial of entry to Jewish refugees fleeing Nazi



Germany and the incarceration of Japanese Americans in World War II—we're facing a level of hate and fear-mongering unprecedented in our generation. It's playing out in the attacks on our public schools and colleges.

At the same time, most Americans agree that working people need the power only a labor movement can help provide, and they value public education. Teachers and nurses are viewed

as the helpers they are. Polling by the AFT and other groups shows that parents overwhelmingly support their public schools and how they handled the pandemic. In an April 2022 NPR/Ipsos poll, parents expressed satisfaction with their children's schools and what is being taught in them by wide margins, *regardless of their political affiliation*. They get that educators did the best we could do. The public is with labor, too: 68 percent of Americans approve of labor unions, the highest level since 1965.

There's a reason for that. Most people want what labor fights for: a pathway to a good job with decent wages, affordable health-care and child care, retirement security, great public schools and colleges, and strong public services. They know the labor movement has always been the

single best vehicle that workers and their families have for improving their lives. After all, the middle class was at its height when union density was at its height.\* That union card means so much: Unions increase wages for all workers, and they decrease economic inequality. But to reach our shared vision of America, people need power.

Our power comes from our values, our vision and our dedication to engaging with families and communities. Our work is about creating hope and opportunity—which is the antidote to anger and fear. We're the aspiration agents, hope-creators and empowerers. We help students and communities recover socially, emotionally and academically; create safe and welcoming environments for children and families; and fight for high-quality healthcare and public services. The more successful we are, the harder it is for extremists to drive a wedge between us and the families and communities we serve.

We need to talk and listen to people across racial, economic, religious and geographic lines. We need to organize and mobi-

\*See "Unions Help Reduce Disparities and Strengthen Our Democracy" by the Economic Policy Institute: [go.aft.org/5a8](https://go.aft.org/5a8).

lize around the things that keep people up at night—like painful prices at the pump, crushing student debt, prescription drug costs and wages that can't keep up. We have to stand in solidarity with people who worry about their loved one who is driving, jogging or sleeping while Black, or the safety of their gay or transgender child. It's about finding common ground to make all our lives better. It's reaching out to people, so they don't feel alone and don't give up. When we do that, we are the antidote to the division, anger and scapegoating.

Look at what we fight for versus what the extremists want. It's no wonder that people are with us.

**When the other side says "ban books," we give books away.** The AFT has distributed 7.5 million books since our partnership with the nonprofit First Book started. Now we've launched a new multiyear campaign, Reading Opens the World. With First Book, we're giving away at least 1 million books in 2022. For the launch in December 2021, more than 20 AFT affiliates—from Puerto Rico to Lawrence, Mass., to Gary, Ind.—held events to provide books and literacy resources for kids, families and educators. And by the end of May 2022, AFT locals had held more than 70 events and given away 300,000 books!

**When they try to drive a wedge between us and kids and parents, we make schools the hubs of communities.** Community schools connect families to wraparound services right in the school—from homework help and after-school care, to medical and mental health services, and housing and legal assistance. And they foster trust and relationships, supporting inclusivity and civic participation. We saw just how essential community schools are when COVID-19 hit.

Services, structures and relationships were in place from day one, and they helped lessen the fallout of the pandemic. From Boston and Los Angeles, to Deer River, Minn., and Rome, N.Y., the AFT has supported dozens of locals in creating community schools. Our goal: 25,000 community schools by 2025.

**When they point fingers over the pandemic, we work to make the return to school safe and welcoming.** Our 2021 Back to School for All campaign gave \$5 million in grants to over 1,800 AFT affiliates serving some 20 million students, for everything from visiting homes to reassure families about returning to in-person learning, to mobile vaccination services provided by AFT affiliates like the Chicago Teachers Union and the United Federation of Teachers in New York.

**When they try to defund and destroy public schools, we fight for better learning conditions and resources.** We worked to get the American Rescue Plan passed, with \$130 billion to help schools pay for additional staff, technical support and health and safety measures to help students recover from the pandemic. Our locals from Minneapolis and St. Paul to Scranton, Pa., and Boston have won contracts to improve educator retention and increase vital student supports like mental health services and school nurses.

**When they ignore crushing student debt, we work ceaselessly to cancel that debt.** We partnered with the online resource Summer to help AFT members minimize their student loan payments, offered hundreds of student debt clinics, sued loan servicer Navient to stop its misleading loan practices, and even sued the U.S. Department of Education to fix the Public Service Loan Forgiveness program. Because of our



fight to fix PSLE, this year, more than 100,000 educators, firefighters and nurses will have their entire student debt balance—an estimated \$6 billion—forgiven. That includes a member of the United Faculty of Miami-Dade College who had \$92,000 in student debt discharged.

**When they inflict austerity agendas in state after state, we fight for the public services our communities rely on.** The AFT worked to pass the national Infrastructure Investment and Jobs Act, with \$1.2 trillion to rebuild roads, bridges and railroads; improve access to clean drinking water and high-speed internet; and create more well-paying union jobs. Similarly, New York's Public Employees Federation launched a Fund Our Future campaign urging the state to strengthen public accountability for—not privatization of—infrastructure repairs, maintenance and safety.

**When they put profits over patients, we support healthcare workers on the frontlines.** Early in the pandemic, when health professionals were being told to reuse their masks and respirators, we invested \$3 million to purchase 500,000 N95s, 50,000 face shields and 1 million surgical masks. And we've been fighting alongside our locals for their physical and mental health and for the safety of their patients. Oregon Federation of Nurses and Health Professionals members won a contract guaranteeing sufficient staffing, so they can care for patients without burnout and exhaustion. And nurses at Jersey Shore University Medical Center went on strike and won a contractual say in how pandemic surges are handled, along with incentives for staff retention.

**When they attack access to the ballot box, we get out the vote.** The AFT runs massive commu-

nity and union GOTV efforts and is fighting to pass the John Lewis Voting Rights Act and the Freedom to Vote Act. Share My Lesson, our free lesson plan and professional development platform for educators, offers dozens of lessons on elections to help prepare young people to become informed voters.

**When they try to block union organizing, we expand bargaining rights and worker voice everywhere.** Colorado WINS, AFT Local 1876, ratified the first-ever state employee collective bargaining agreement in Colorado history in November 2021. Nurses at Barrett Hospital in Dillon, Mont., voted to join the AFT in April 2022. In New Mexico, we won changes in the state's collective bargaining law to make it easier for faculty and adjuncts to join a union. We support union organizing everywhere, from Starbucks and Amazon to global campaigns to demand better working conditions and living wages around the world.

**When they call for arming teachers, we demand commonsense gun safety laws that the majority of Americans support.** The AFT has long been a leader on gun violence prevention, but we are urgently redoubling our efforts. Teachers know that more guns in schools is not the answer. So we launched Enough Is Enough, a campaign to end gun violence and pass sensible gun laws to help ensure weapons of war don't wind up in the hands of people who should not have them. We are partnering with the students of March for Our Lives and proudly support the three AFT members who founded Teachers Unify to End Gun Violence. We will not rest until we know that not one more student, not one more educator and not one more community will be ravaged by the horror of gun violence in our schools.



**When they ignore how higher prices are hurting families, we fight to make sure that working people have what they need.** Prices are rising right now in part because COVID-19 and war have damaged international supply chains. But they are also rising because the richest corporations are using this as an opportunity to make record profits. We've been fighting to fix Public Service Loan Forgiveness, to ensure that the institutions where you work (unlike in the Great Recession) have the funding to keep people on the job and pay them better, and to ensure that stimulus programs like the American Rescue Plan give relief to working people—not billionaires.

**Above all, when the other side tries to poison this country with fear and anger, we offer a path to the better life that people want.** We offer them a vision of an America that lifts people up, instead of knocking them down. And we're leaning into hope. As one of my heroes, Czech president, playwright and dissident Václav Havel, said, hope is "a state of mind, not a state of the world. ...



Hope is not prognostication. It is ... an ability to work for something because it is good."<sup>†</sup>

The hope you bring has never mattered more. You are working for a better life—not just for ourselves and our families, but for all families and the next generation, too. That's union work.

In unity,

Randi Weingarten  
AFT President

<sup>†</sup>"Disturbing the Peace" by Václav Havel: [go.aft.org/ofr](http://go.aft.org/ofr).



PUT YOUR NOSE IN A BOOK!

I Can Read!  
Friends  
Read and think  
Make a wish

Disney  
Reading Adventures  
Level 1  
For ages 5-7  
10 Years

UNICORN  
MAGIC

SHARING A  
SMILE

Amor  
de  
pelo  
por Matthew A.  
Cherry  
Ilustrado por  
Vivian Higgins

Disney  
Reading Adventures  
Level 1  
For ages 5-7  
10 Years

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# Returning to In-Person Learning Safely

## Our Union Led the Way

From the very beginning of the pandemic, the AFT's push for a safe reopening was a constant drumbeat. On Feb. 4, 2020, as the Trump administration downplayed the new virus, AFT President Randi Weingarten held a press conference calling for national guidance to minimize the spread of COVID-19.

As the shutdown began in March, educators knew

that remote education was only an emergency stopgap. They wanted to be with their students and consistently expressed support for in-person instruction with safety protocols in place—protocols that served as the pathway, not the barrier, to returning to classrooms.

In April 2020, the AFT launched our landmark plan to safely reopen America's schools

and communities—months before many other groups, including the federal government. In July 2020, we presented our detailed follow-up plan, drawing on the deep expertise of health and safety and medical experts. And in November 2020, we rolled out a new blueprint to reopen schools.

Even before vaccines were widely available, the AFT advocated that schools could reopen with comprehensive testing. In February 2021, on NBC's "Meet the Press," Weingarten argued that if the National Football League could resume in-person games, schools could resume in-person classes. In May 2021, Weingarten gave a major speech from AFT headquarters calling for a five-days-a-week reopening and pledging \$5 million for a back-to-school campaign to make it happen.

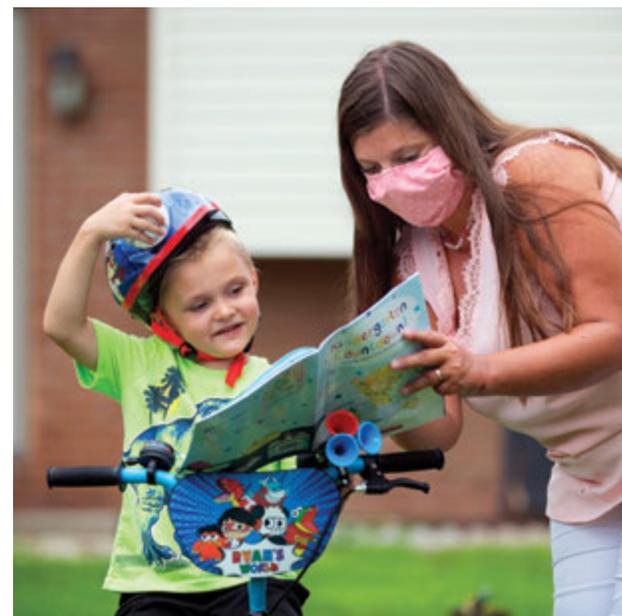
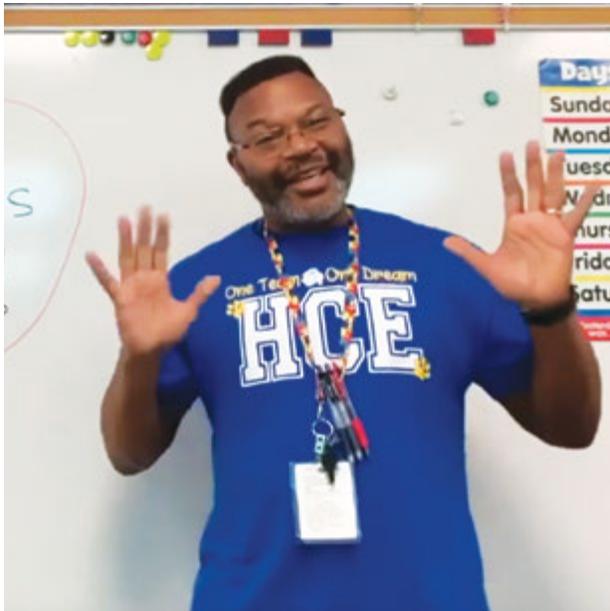
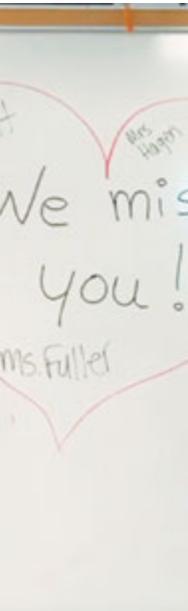
### An all-out effort nationally and on the ground

The AFT fought hard for President Joe Biden's American Rescue Plan, with its unprec-

edented \$130 billion to help schools reopen safely and support students; \$24 billion for community health centers, rural healthcare providers and a public health workforce; and \$140 million to support mental health and decrease burnout of healthcare professionals. We also worked with our education locals to review reopening plans and provide technical assistance and collective bargaining, research and policy support to countless affiliates.

Our union advocated fiercely for healthcare members on the frontlines. Early in the pandemic, when health professionals were being told to reuse their masks and respirators, we invested \$3 million to purchase 500,000 N95s, 50,000 face shields and 1 million surgical masks. We also called on the Occupational Safety and Health Administration to issue an emergency temporary standard for COVID-19 and a permanent infectious disease standard.

Our affiliates swung into action for the safety and well-



being of members, students and patients:

#### Getting shots into arms:

In New York City, the United Federation of Teachers partnered with EmblemHealth AdvantageCare Physicians and New York University Langone Health to enable more than 35,000 members to get vaccinated. The Chicago Teachers Union partnered with the school system to hold vaccine events at schools in communities hardest hit by COVID-19.

**Negotiating with school districts:** The UFT negotiated a landmark safety agreement enabling the largest school district in the country to welcome students for in-person learning in the 2020-21 school year. The Boston Teachers Union won an agreement from Boston Public Schools to install and maintain indoor air quality data loggers in classrooms. The Hammond (Ind.) Teachers Federation won a provision that teachers wouldn't have to ask to use sick leave if they got COVID-19. The Providence Teachers Union won an agreement that teachers wouldn't have to teach to students learning at home and students in class at the same time.

**Caring for healthcare professionals on the frontlines:** The Oregon Nurses Association negotiated employer-paid lodging and meals for nurses exposed to COVID-19, to limit exposure to their family members and loved ones. With hospitals running short on protective gear, the United University Professions sent 100,000 surgical gowns and 5,000 pairs of surgical gloves to its members at SUNY Downstate Medical Center and Stony Brook University Hospital, and 25,000 gowns to Upstate Medical University in Syracuse. The union also rented hotel rooms for healthcare employees sleeping in their cars between shifts because they didn't want to risk bringing the virus home to their families.

#### Back to School for All campaign

The AFT's Back to School for All campaign, launched in May 2021, gave \$5 million in grants to more than 1,800 AFT affiliates serving some 20 million students. Affiliates were creative and effective in deploying their grants.

New York State United Teachers knocked on 10,000 doors to discuss safety and provide accurate information on vaccines.

The Professional Staff Congress, which represents faculty and staff at the City University of New York, enlisted industrial hygienists to train more than 200 members to be "safety watchdogs" conducting walk-throughs of campus buildings.

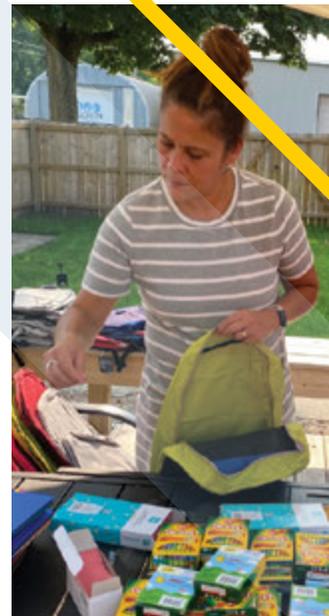
In Texas, the Houston Federation of Teachers hit nearly 8,600 doors and phone-banked with a clear message: "Teachers and staff are ready to go back, ... and we're in this together." In Louisiana, the Jefferson Federation of Teachers sponsored a "Safe Journey Back to School" event where participants used a bus ticket to follow a bus route, with stops including a chat with healthcare providers to answer questions about vaccines, plus stops for school supplies and personal protective equipment. The Cleveland Teachers Union phone-banked, door-knocked

and attended community events to ensure that thousands of at-risk students would return to school that fall—bringing back 2,700 students in the first month of the program alone.

Higher education locals promoted a safe and welcoming reopening too. In San Francisco, AFT 2121 members worked with student artists to produce and distribute posters encouraging city residents to sign up for classes at their beloved City College. The Community College of Philadelphia's Faculty and Staff Federation held a contest for artists to promote vaccinations. The University Professionals of Illinois held a webinar with experts discussing vaccine safety and efficacy and reached out to students who didn't show up the previous year, urging them to re-enroll.

***"This campaign demonstrates what success we can have when we're in alignment ... working directly with the district for the betterment of the community, the kids and families."***

*—Texas AFT President Zeph Capo*



# We Fight for Good Jobs, the Right to a Union and a Better Life for All

The heart of the union is protecting workers' rights, and that begins with the basics: access to good jobs and the right to a union in the first place. But what, exactly, are good jobs? And how do we win them—and keep them?

The answers are embedded in the work the AFT and our affiliates do every day. We want jobs where we are respected, with good wages and benefits and in workplaces that are safe, welcoming and equitable. We need resources that enable us to do our best work for our students, patients and the public. We need fully staffed schools, hospitals and offices. And we need opportunities to advance in our careers.

Good jobs only exist within the larger framework of a strong economy. That's why the AFT is fighting to make sure that all working people have what they need. Prices are rising right now in part because COVID-19 and Vladimir Putin's war on Ukraine have damaged international supply chains. But they are also rising because the richest corporations are using this as an opportunity to make record profits at your expense. So the AFT has been fighting to fix Public Service Loan Forgiveness, to ensure that the institutions where you work (unlike in the Great Recession) have the funding to keep people on the job and pay them better, and to ensure that stimulus programs like the American Rescue Plan give relief to working people—not billionaires.

And most importantly, good jobs are embedded in safe communities, where no one fears going to work—or to school, to

the grocery store, to the hospital, to a place of worship. Recently, the AFT has reaffirmed our deep commitment to fight for workplaces where no educator, school staffer or healthcare professional has to put their life on the line to defend their students or patients against gun violence. The AFT has long been a leader on gun violence prevention, but we're now redoubling our efforts, in the wake of a rash of mass shootings this past spring—in Buffalo, N.Y., Uvalde, Texas, and more than a dozen additional places within a few weeks of those tragedies. We launched Enough Is Enough, a campaign to end gun violence and fight for the commonsense gun safety measures that the majority of Americans support. Working together with survivors, parents, students, and other community and gun safety groups, the AFT is making sure our elected leaders hear the voices of those crying out for reform before it's too late.

Good jobs. An economy that works for the people, not the other way around. Safety from gun violence. The resources that allow us to do our best work for the people we serve. We achieve all these things through solution-driven unionism: by bargaining contracts, negotiating with employers, and partnering with colleagues and communities. When we have to, we agitate, rallying and demonstrating together, lobbying and even going on strike to fight for fairness, not just for ourselves, but for those we serve.

## Fighting for good working conditions

Throughout the past two years, our affiliates have organized

and mobilized to demand that their work be fairly compensated and safe, with the resources they need to serve their students, patients and the public. The result: better learning conditions for our students from preschool to college, better healing conditions for our patients, and better public services for our country.

AFT locals have gone to the mat at the bargaining table and beyond, doing what it takes to get districts to ramp up their investment in creating the schools our children deserve:

- A three-week strike by the Minneapolis Federation of Teachers helped win crucial wage increases for education support professionals (raising pay from \$24,000 to nearly \$35,000), caps on class sizes, and more mental health supports for students.
- The Saint Paul (Minn.)

Federation of Educators increased pay for educational assistants—so crucial to help kids with mental health needs recover from the pandemic—from \$42,000 to nearly \$50,000; it also won class-size caps.

- The Scranton (Pa.) Federation of Teachers worked with



# Organizing to Reclaim Our Future

The pandemic highlighted the heroic work of the AFT's members keeping the public safe through layered mitigation strategies; supporting students, families and communities with everything from delivering food to meeting academic and emotional needs; and, most importantly, saving countless lives and being at the hospital bedside as more than 1 million Americans succumbed to COVID-19. The pandemic also heightened the need for collective action and union organizing. Whether for PPE for our nurses and health professionals or science-based protocols for our educators and public employees, the AFT has been fighting to keep workers and communities safe. And through it all, our union continued to organize and grow, building more power for workers.

We've also been demanding the fair wages and benefits working people deserve. Organizing for good jobs—not "McJobs"—is more important than ever when you consider that inflation and higher prices are hurting American workers even more because the federal minimum wage has been just \$7.25 since 2009. Think about it: The Fight for \$15 has been going on so long that the actual living wage is now around \$21 an hour.

A union card matters even more when workers are battling higher prices on every front—because the labor movement and the right to bargain wages and benefits have always been the countervailing force to the pressures working families face from special interests that look out for themselves, not American families. For example, Republicans in Congress keep blocking efforts to lower the cost of prescription drugs. Private equity firms are scooping up real estate—causing the price of rent and homes to skyrocket. Prices are rising right now in part because COVID-19 and war have damaged international supply chains. But they are also rising because the richest corporations are using this as an opportunity to make record profits at your expense.

So today it's more crucial than ever that working people organize to make sure that our shared vision is still attainable: a decent living for a decent day's work, healthcare as a human right, a voice in our professions, the power to advocate for the people we serve, the freedom from poverty in old age, and a better life for all.

And organize is exactly what the AFT does—not just *despite* everything going on around us but *inspired by* the opportunities we see to create a better life for all.

In a historic affiliation, the AFT and the American Association of University Professors

joined forces in June 2022 to meet the momentous challenges currently facing higher education and our democracy. Through the affiliation, the 44,000-member AAUP and the 1.7 million-member AFT will work hand in hand, representing more than 300,000 faculty overall, to protect academic freedom and to unify faculty voice at the state and federal levels.

The AAUP has been at the forefront of advancing the principles of academic freedom, shared governance, tenure, and other standards and policies to produce and protect the knowledge and critical-thinking skills that sustain American democracy. The AFT fights for a better life for all—particularly the next generation—and that includes access to affordable and accessible higher education where our students can soar and where faculty are respected and accorded the academic freedom necessary for our country to thrive. Both the AFT and the AAUP, in their joint New Deal for Higher Education, are battling the effects of a pandemic that has worsened funding cuts enacted more than a decade ago during the Great Recession. The AFT and AAUP's longstanding organizing partnership has resulted in several victories at research institutions, colleges and universities where union organizing efforts had not succeeded in the past, so we see huge potential for future organizing growth and success.

In addition to this game-changing partnership, the AFT has had over 70 organizing victories during the pandemic, adding more than 7,000 members across all our constituencies since our 2020 convention. Here are just a handful of examples of our growing union strength:

- After a successful strike among technical professionals at St. Charles Medical Center in Bend, Ore., for more equitable pay and safer working conditions, the Oregon Federation of Nurses and Health Professionals used that momentum to organize the techs at Mid-Columbia Medical Center in The Dalles, Ore.
- United Academics of Philadelphia welcomed a new chapter of adjunct faculty and full-time nontenure-track faculty at the private University of the Arts. Then, the university's staff also voted to join.
- Suffering from low morale and high turnover, teachers, paraprofessionals and other staff at The Day School, a school for

students with special needs in Pittsburgh, decided to organize for a better workplace for themselves and the kids they serve.

- The nurses at Barrett Hospital and HealthCare in Dillion, Mont., a rural critical access hospital, felt the need to speak out about staffing and patient care concerns. They organized to address their commu-

***“Combining AAUP’s historic commitment to academic freedom and shared governance with the AFT’s deep organizing in [higher] education creates the structure we need to ensure that our colleges and universities continue to play a critical role in our democratic society.”***

*—Rutgers AAUP-AFT President Rebecca Kolins Givan*



nity's immediate patient needs.

- To improve learning conditions and working conditions at Christopher House Charter School, the staff joined the Chicago Teachers Union. In bargaining their first contract, their focus is on policies to encourage teacher retention and sufficient staffing to support the school's significant population of diverse learners and English language learners.
- An independent union of Washtenaw County, Mich., prosecutors organized and affiliated because without a union, workers had no political protection; they wanted the advocacy power of belonging to AFT Michigan and the AFT.
- At Second City, the famed comedy shop in Chicago, workers organized in an effort to stand up for their rights as professionals and the needs of the students they serve.

## Wiping Out Student Debt

Today, college is a requirement for countless careers, and many people pursue higher education not just to ensure a stable income but to transcend generational poverty. But college has become unaffordable—due in part to states' austerity budgets—and student loans have become a crushing weight on those ardently pursuing the American dream.



Debt has ballooned to \$1.75 trillion nationally, and with accrued interest and rogue loan servicers, paying it back is often impossible. Forty-six million people owe money on their student loans—on average, about \$30,000 each. To meet their loan payments, many skimp on healthcare, delay having families, avoid starting businesses and can't afford to purchase homes. For Black, Indigenous, Latinx and other people of color, the burden is worse. For example, four years after graduating with a bachelor's degree, Black graduates have nearly \$25,000 more in student loan debt than white graduates (an average of \$52,726, compared with \$28,006) and owe 6 percent more than they initially borrowed, while white grads owe 10 percent less than they borrowed. (And the causes of these disparities are systemic, including how the federal government helped white families buy homes and white veterans go to college throughout the middle of the 20th century.)

The AFT is fighting to make college accessible to everyone who wants to earn a degree—and that means fixing the student loan system, at every level.

In 2021, after filing a lawsuit, we won major changes to Public Service Loan Forgiveness—a program that relieves all federal student debt for people who work in public service, after they make payments on their loans for 10 years. Now,

workers like teachers, college professors, nurses and other healthcare professionals, firefighters and other public employees are having their debt discharged—and are even getting reimbursed for the overpayments they made when the program was dysfunctional under former Education Secretary Betsy DeVos.

Because of our fight to fix PSLF, this year more than 100,000 borrowers will have their

***“I am so grateful to the union for urging me to apply for loan relief and showing me how; grateful to Randi Weingarten for bringing a lawsuit against Betsy DeVos to fix the Public Service Loan Forgiveness program; grateful to everyone involved.”***

***—AFT Healthcare-Maryland President Yvonne Dowell, who had \$40,000 in student debt canceled***

entire student debt balance—an estimated \$6 billion—forgiven. “There’s a huge weight coming off my shoulders because of the work of AFT,” says Jeri O’Bryan-Losee, who directs a science technology entry program at SUNY Morrisville in New York and is a member of the United University Professions. She had \$73,000 of debt discharged.

To help members like O’Bryan-Losee, the AFT works with our affiliates to host debt clinics and to train members to deliver trainings in their workplaces. To ensure as many members as possible take advantage of PSLF while they are eligible to be reimbursed for overpayments, we’ve conducted 150 clinics since October 2021. We’ve also partnered with Summer, an organization that guides borrowers toward debt reduction and relief, to ensure our members have expert, individualized help in finding their best payment plans.

We sued the rogue student loan servicer Navient when it withheld information and misled borrowers so that they accrued more debt rather than moving toward debt relief. And we will continue to advocate for broader student debt forgiveness, urging the Biden administration to forgive federal student loans so that more people can get out from under this debilitating burden.

the community to raise teacher salaries from \$58,000 to roughly \$70,000 by the end of the contract.

- The Hammond (Ind.) Federation of Teachers won an 11.3 percent raise for all teachers, plus a \$3,000 stipend, and stipends for educators who mentor first- and second-year teachers.
- The Socorro (N.M.) AFT won a 4 percent raise, plus \$1,000 retention bonuses and \$1,000 COVID-19 relief bonuses for all employees.

AFT healthcare locals used bargaining to improve safety and address problems that cause moral injury and burnout:

- A two-day strike by the Backus Federation of Nurses in Norwich, Conn., helped win a 14 percent pay increase and new N-95s so nurses no longer had to risk contracting and spreading COVID-19 by reusing dirty ones.
- Oregon Federation of Nurses and Health Professionals members won a contract guaranteeing sufficient staffing.
- Nurses at Jersey Shore University Medical Center went on strike and won a contractual say in how pandemic surges are handled, along with incentives for staff retention.

AFT Higher Education published *An Army of Temps: AFT Adjunct Faculty Quality of Work/Life Report*, showing that 4 in 10 adjuncts need government assistance to make ends meet and nearly half struggle with job security, often not knowing whether they’ll be teaching from semester to semester. Then lecturers at the University of California nearly went on a strike that was averted at the last minute by

a settlement vastly improving working conditions there—and setting an example of what adjuncts can accomplish with a union. The contract won a 30 percent pay increase, family leave and greatly improved job security. Meanwhile, the Graduate Labor Organization at Brown University increased stipends by 18.7 percent over one year for graduate workers in the humanities and social sciences, and 12.9 percent for those in the sciences.

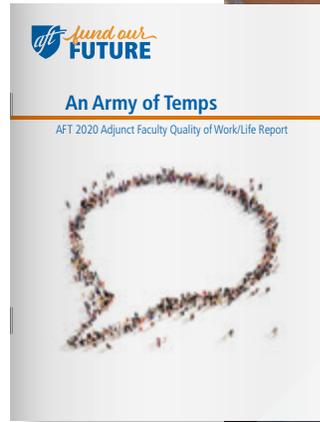
AFT state affiliates scored historic wins as well:

- AFT New Mexico helped win state legislation so favorable to public schools, advocates called it an “education moonshot.” It includes pay raises, secure pensions, expanded residencies and measures for retired educators to more easily fill vacancies plaguing the schools.
- AFT-Oregon scored historic wins in its state’s legislative session, with substantially increased funding for schools, universities and colleges; expanded health-care and unemployment insurance for part-time faculty and classified staff; and increased financial aid for students.
- The Oregon Nurses Association lobbied for and won a historic bipartisan bill that addresses the state’s nurse staffing shortage and expands mental health and wellness for nurses.
- The New York State Public Employees Federation launched its Fund Our Future coalition to lift up the essential work of public employees, push against privatization of state public services and safeguard our public investments with a strong system of public inspection and audits.

## Supporting you professionally and personally

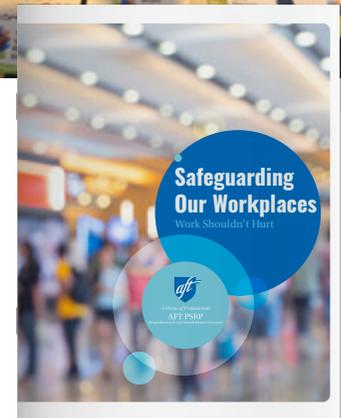
As AFT members rose to the challenges of the past two years, our union has risen to the challenge of providing new programs and resources to support you in your profession:

- **AFT educator health and well-being campaign:** Seventy-three percent of educators surveyed report feeling stress over the pandemic, twice the number of other workers. That’s why the AFT has launched an educator health and well-being campaign offering resources and opportunities to help teachers improve their mental, emotional and physical well-being.
- **Supporting educators in buoying students’ mental health:** AFT members consistently indicate that supporting students’ mental health—including the needs of grieving students—is a top area in which they need additional help, especially during the pandemic. To meet this need, the AFT offers our “10 Trauma-Informed Strategies to Help Students Heal” course and our Grief-Sensitive Educator project, connecting educators to resources to support bereaved students.
- **Summer Educator Academy:** The AFT’s Summer Educator Academy is based on the train-the-trainer model of professional development, promoting internal capacity building and enabling affiliates to better meet their community’s unique needs. Members from 36 local affiliates across 18 states participated in 2021.
- **Share My Lesson:** Share My Lesson is the AFT’s free website full of lesson plans, articles, printables, PowerPoint presentations,



webinars, teacher guides and more, all created for and by educators. (For more details, see page 20.) The recently revamped website serves over 2 million members with more than 420,000 resources, with new offerings on equity and diversity, trauma-informed practices and action civics projects.

- **Colorín Colorado:** Colorín Colorado is a free website of research-based resources, articles, videos and guides for people who work with English language learners and their families. The site had 3.5 million visitors in the past year, with more than 1 million resources downloaded.
- **AFT Innovation Fund:** The AFT Innovation Fund helps members build out their creative ideas, each designed to strengthen public education and improve outcomes for all. Since 2009, the fund has distributed more than \$14.5 million, most recently to pay for career and technical education materials for students from low-income families, training and support for paraeducators and substitute teachers, and a parent partnership to boost literacy.
- **Toolkits for PSRPs:** The dedication and professionalism that school and college sup-



port staff show every day to keep our students learning and our institutions running is too often unrecognized. To make sure policymakers and administrators give these workers the respect they deserve—including good pay, healthcare, professional development, a voice in the workplace, and the tools, time and trust to do their jobs well—our toolkits on respect and a living wage provide blueprints for raising awareness and winning better working conditions. Another PSRP toolkit, “Work

# Enough Is Enough: Our Campaign to End Gun Violence

Guns and hate are a toxic combination. While the National Rifle Association and the gun lobby are in the business of protecting profits and power, the AFT and our members are in the business of educating children and keeping our schools and communities safe. Sadly, guns are now the leading killer of young people in America. While mass shootings capture news coverage, every day we also lose people to street violence, domestic violence and suicide—all at the hands of a gun.

***“This is a public health crisis. Educators deserve to be able to teach and not be forced to be human shields to protect their students. Parents and communities deserve to know their schools, stores and places of worship are safe.”***

*—AFT President Randi Weingarten*

supermarket in Buffalo, N.Y., and 19 children and two teachers were killed during a mass shooting at Robb Elementary School in Uvalde, Texas. Shortly after, shootings in a high school in California, a medical building in Oklahoma and a Walmart in Pennsylvania happened on the same day. By June 6—just two weeks after the Uvalde tragedy—there had already been another 14 mass shootings in the United States.

The AFT swung into action, redoubling our efforts to fight for the commonsense gun safety measures that the majority of Americans support. Three days after the Uvalde shooting, the AFT held a roundtable near the NRA convention in Houston, with AFT members, students and parents affected by gun violence—then joined the rally outside. AFT leaders left with a renewed determination: As Fort Bend (Texas) AFT President Glenda Guzman Macal said, “My tears are not going to help. ... But my actions will.”

Before the end of May, the AFT launched our Enough Is Enough campaign, with educators, parents and students fanning out around the country in a wave of national events to demand action on gun violence prevention. The AFT and our member unions took our message right to the local office doors of national leaders to demand commonsense gun reforms. In the first few weeks of the campaign alone, Texas AFT members marched to Sen. Ted Cruz’s office in downtown Austin. AFT Pennsylvania teachers rallied with students, parents and community leaders outside the Pittsburgh office of Sen. Pat Toomey. AFT President Randi Weingarten joined United Teachers of Dade President Karla Hernandez-Mats, Florida Education Association President Andrew Spar and other activists to rally outside of Sen. Marco Rubio’s office. AFT-West Virginia leaders and members rallied outside the local offices of Sens. Joe Manchin and Shelley Moore Capito in Charleston.

Our union is also joining other key efforts. Earlier this year, three of our members started Teachers Unify to End Gun Violence. The AFT is working with them to make sure educators are informed and empowered. We’re also partnering with gun control activist and Parkland shooting survivor David Hogg: We joined our country’s students in the March for Our Lives on June 11 and in other events across the country, to demand action on gun safety before one more life is lost.

We’ll continue to partner with March for Our Lives, survivors, parents, students and other community and gun safety groups, to make sure our elected leaders hear the voices

of those crying out for the commonsense reforms that a majority of Americans support—including universal background checks, safe storage laws, red flag provisions and banning assault weapons—before it’s too late.

For our members and any others who are struggling day to day with showing up in school buildings and community spaces afraid that they may be the next gun violence headline, and for those who are trying to comfort students and family members in the aftermath of mass shootings and other gun violence, the AFT has a plethora of resources—such as the articles, lesson plans and webinars on our platform Share My Lesson—to help us deal with trauma, talk to students about gun violence, and tend to students’ mental health—and our own.

Finally, the AFT has been a leader in the conversation about arming teachers, mirroring our members’ views: 75 percent of the educators polled by Gallup oppose arming teachers and staff. “Teachers don’t want to become armed security guards,” Weingarten told CNN, as she described how much more effective it would be to make inaccessible all weapons that shoot hundreds of bullets and body armor designed for battle. “You can’t harden a school enough against this kind of madness,” she said. “We have to find other solutions.”

The public supports those other solutions, overwhelmingly. Seventy-five percent of people surveyed by Reuters/Ipsos support raising the legal age to purchase a firearm from 18 to 21 years old. Nearly 80 percent of those surveyed—including 78 percent of Republicans—would support a candidate who favors background checks and red flag laws.

What all the efforts above come down to is this: We will not rest. Not one more student, not one more educator, not one more community should be ravaged by the horror of gun violence in our schools. The AFT and our members will keep going—reaching out to lawmakers, holding marches and taking our stories directly to voters. We will make sure that the media continues to cover this public health crisis. We are empowering everyday people—be they members, parents, students, Democrats, Republicans, independents, reasonable gun owners, anyone and everyone—to unite, use their voices and take action to demand immediate, meaningful progress on commonsense gun safety.



Our union has taken on this issue for years, fighting at every level of government and in towns and cities across the country to keep our schools, streets and communities safe from the public health crisis that is gun violence in America. Among many other initiatives, the AFT convened a national student summit and an educator task force on gun safety. In September 2021, we joined with Everytown for Gun Safety and the National Education Association to produce a report providing a clear road map for addressing gun violence from multiple angles.

That mission only became more urgent in May 2022, when in a 10-day span, 10 people were killed and three were injured in a racially motivated mass shooting at a



Shouldn't Hurt," offers a range of strategies (from bargaining to training to state legislation) for tackling workplace injuries.

- **Taking care of our members' mental health:** The AFT's Mental Health First Aid Program, created in partnership with the National Council for Behavioral Health, supports members and colleagues dealing with mental health distress, with a cadre of 10 trainers on hand to help. The AFT also offers free trauma counseling for members confronting issues such as domestic violence, sexual assault, mass shootings/terrorist acts, being bullied or harassed at work, infection with a contagious disease or secondary trauma.

### Expanding and strengthening collective bargaining rights everywhere

From resolving a grievance to joint labor-management collaboration and, of course, leveraging gains for members and community, collective bargaining is central to the AFT's mission, every day.

The AFT trains hundreds of leaders, negotiators and union representatives to leverage our bargaining skills with on-site trainings, support software, bargaining mentors, intensive certificate programs and supplemental ground mobilization.

Our locals are embracing innovative bargaining strategies: The Scranton Federation of Teachers used QR codes to track membership participation on the picket lines during a grueling three-week strike. The Cleveland Teachers Union collaborated with the district on alternatives to student suspensions and expulsions. The Albuquerque Teachers Federation negotiated employer-paid student debt relief.

We're also fighting to expand collective bargaining rights and grow our membership. In June 2020, state employees in Colorado won a historic victory as the governor signed a first-ever collective bargaining bill, allowing state employees to come together and bargain for wages, benefits and working conditions that will improve public services. As Colorado WINS, AFT Local 1876, members ratified the first-ever state employee collective bargaining agreement in Colorado history, with a \$15 minimum wage for all state jobs.

In New Mexico, we won changes in the state's collective bargaining law to make it easier for faculty and adjuncts to join a union. United Academics of the University of New Mexico won a historic first contract in May 2021.

Bargaining can happen at the statehouse too. The Georgia Federation of Teachers helped win sizeable pay raises for 270,000 state, public university and K-12 employees in the state by pushing for more than \$800 million in additional compensation in the state's amended budget.

The AFT supports union organizing everywhere, from

standing with workers organizing at Starbucks and Amazon, to supporting displaced Ukrainian teachers in Poland, where AFT President Randi Weingarten visited to show solidarity and better understand the threat to democracy around the world.

Elsewhere, the AFT joined the international outcry to release imprisoned labor activists in Hong Kong, Belarus, Bahrain and Mexico, among

many others. Our leaders in Michigan and our Democracy Committee conducted a campaign to release one of our members from a notorious prison in Myanmar. We have marched for and championed organizing, collective bargaining rights and whistleblower protections at the United Nations, the International Labor Organization and other international human rights



bodies, as well as the U.S. government. We stand for good union jobs in an emerging international green economy—and we prepare youth for them by advocating for career and technical education in growing industries like solar and wind power and electric vehicles.

We are also doing good work individual by individual. In addition to our work to reduce student debt—which is detailed on page 10—our faculty have

set up emergency funds for students struggling to stay in school. The FAST (Faculty and Students Together) Fund provides just-in-time grants to cover things like transportation to campus, required software for class, and sometimes electricity bills or rent—costs that, if not met, could mean the difference between staying enrolled and dropping out.

AFT members are the helpers: We have distributed coats

to children in Rhode Island, provided relief to people displaced by wildfires in Oregon, and provided books, toiletries and school supplies to children experiencing homelessness in New York. And, of course, when we win contract language for smaller class sizes and a nurse in every school, we are solving problems facing our members and the community.

When we win safe staffing language, patients get better, more compassionate care, and health professionals get meal and rest breaks. When we win language giving our members a voice at work, it's in their nature to bring the concerns of the people they serve to the table.

## Reading Opens the World

### *We're Giving Children and Educators 1 Million Books in 2022*

In December 2021, the AFT launched its multiyear literacy campaign, Reading Opens the World, to support students, educators and families and foster an ongoing love of reading. The campaign focuses on four areas of literacy support: professional development resources for teachers and school staff to help students read well; research-based resources for parents and caregivers; literacy-focused partnerships between families, communities, teachers and schools; and free books for children and young people.

across the nation. And at the AFT's convention, we are halfway to our goal!

This has been possible thanks to the efforts of AFT state and local leaders, as well as countless members volunteering, to coordinate literacy events and activities. Events so far have included family fiestas and literacy nights, community reading circles, summer reading programs and camps, and large-scale book festivals in Chicago, Ohio and Florida. Take the event held in Hillsborough County, Fla., in May. The AFT, the Hillsborough Classroom Teachers Association, the Hillsborough School Employees Federation and several community groups partnered to engage children in read-alouds and give them books and school supplies, while also hosting a citizenship clinic. Nineteen members of the HSEF, along with dozens of community members, received one-on-one assistance with completing their applications for U.S. citizenship. And six HSEF members received scholarships to cover the costs of their applications.

Big or small, all of these affiliate-driven efforts have brought students, families, educators and communities together to experience the joy of reading. At each event, books have been put into the hands of students, families and educators to stock home and classroom libraries, reach those who need diverse and/or bilingual reading materials, and support parents and educators with resources about early childhood education, guidelines on how to support beginning readers, and tips for social and emotional learning. For some children, the books received through this campaign were the first they have ever owned.



***“Reading is key to life, to joy—to our very existence. ... Now more than ever, after two years of disruption as the result of COVID-19, harnessing the love of reading is key to helping our students and families recover.”***

*—AFT President Randi Weingarten*

As part of Reading Opens the World, the AFT has also provided educators with literacy practices and strategies grounded in the science of reading through the Share My Lesson community and a webinar series presented by AFT professional development trainers and other subject-matter experts. By May, 17,649 live and on-demand registrations had been recorded for these webinars, which focus on enhancing reading and vocabulary instruction, improving linguistic equity and inclusion, and meeting the diverse needs of English language learners.

Thanks to Reading Opens the World, hundreds of thousands of children and families across the nation have chosen and taken home books they love—and thousands of educators have accessed valuable professional development to help them continue their critical work supporting students and families. And we are just getting started!



Through the campaign and in partnership with the nonprofit First Book, the AFT is distributing 1 million high-quality, engaging books for home and classroom libraries this year. By May, the AFT had already held more than 70 events and distributed over 300,000 books to students, families and schools in need

# We Fight for the Right to Vote, the Integrity of Elections and the Survival of Our Imperiled Democracy

Your vote is your voice. If we want thriving public schools, accessible and high-quality health-care and reliable public services, and if we want stable jobs and a secure retirement for working families, we have to be part of the conversation in shaping policy across the nation. Voters should decide who represents us, and that means safeguarding the right to vote and meaningful access to the ballot box.

That right and democracy itself are in grave danger. We are fighting “the big lie,” manifested most violently during the Jan. 6 insurrection of people insisting, without evidence, that the 2020 presidential election was stolen. Democracy won when President Biden was inaugurated. But as far-right Trump supporters continue to spread the big lie, many extremists are working to suppress the votes of Americans with whom they disagree, especially young voters, voters with disabilities and those who have been historically marginalized—particularly people of color.

We have seen many new barriers to voting put in place, including limits on vote by mail, the closing of polling stations in majority-Black neighborhoods and cumbersome identification requirements—despite the fact that voter fraud is almost non-existent. There are even laws to prevent voter advocates from handing out water and snacks to people standing in long lines, waiting for their turn to vote. And then of course there is gerrymandering, the redrawing of voting district boundaries to diminish the voting power of specific communities.

So we have a lot to fight against—and even more to fight for.

We must preserve the right for people to raise their voices and be an integral part of the democratic process, especially in the face of these grim threats. And so, we forge ahead. Aspiration overtakes fear each time we engage with our communities and talk about how we can bolster our democracy despite these at-

tacks. When we connect families to the candidates who care about their issues—like well-resourced schools, health-care and public services—we are strengthening our democracy.

As educators, healthcare workers and public employees, our members understand the importance of civic engagement and building community. Additionally, our members are trusted messengers—and the public is with us. When our members engage on elections, voters listen. Across the country, voters are supporting public education. For instance, in May 2022, voters in New York elected school board candidates who will work for more inclusive, safe and welcoming schools; they rejected dozens of candidates who opposed diversity training, sex and gender education, and pandemic safety protocols. Around the same time, Montana and New Hampshire chose more progressive school board members over candidates campaigning on anti-LGBTQIA+ policies.

These successes are not confined just to these states. Across the country, voters have been electing pro-public education candidates and overwhelmingly rejecting candidates who have been trying to drive a wedge between communities and their public schools.

Those same sorts of person-to-person efforts also helped pass important pro-labor policy. In Virginia, we helped defeat a group of bills designed to repeal collective bargaining in the state. In Connecticut, we took union-busting down a notch with a new law banning “captive audience” meetings, so employers can no longer require staff to attend meetings where they will be advised against joining any union organizing efforts. All these victories built on the robust work the AFT has always done to elect policymakers who work for the public good.

## Fighting and winning in 2020

It worked in the 2020 election season that brought us to





Biden's inauguration and the majority in Congress: The AFT's mantra—we care, we fight, we show up and we vote—engaged members and communities and led us through one of the most consequential election seasons of our lives.

To prepare for the 2020 election, we created the most inclusive endorsement process the AFT has ever had, with more than 300,000 members participating in 10 separate presidential candidate town halls, five AFT regional meetings and numerous telephone town halls. The AFT was the lead in developing and hosting the first education-focused presidential candidate forum in memory. The forum was held in Pittsburgh, and we

partnered with MSNBC and 10 other unions and nonprofits to sponsor it; more than 1,000 educators, students, parents and community members attended to hear from the Democratic presidential nominees and to share their own hands-on experience in classrooms across the nation. Over the course of more than a year, members had similar opportunities to actually meet the candidates, learn more about their priorities and ask direct questions to voice their own concerns. The AFT encouraged members to engage with their favorite candidates long before the organization endorsed anyone, ensuring that we all had a voice in the process from the very beginning. That close interaction ultimately helped to shape platforms and policies.

Through this extensive and intensive presidential endorsement process, the AFT was proud to endorse Joe Biden for president and to help him earn the Democratic nomination. When Kamala Harris was picked to be his vice presidential running mate, the AFT mobilized and pulled out all the stops to help elect Biden—and oust President Donald Trump—choosing leaders who truly value the lives of all working families and rejecting the hate and discord of the past administration.

This was not easy work, particularly through the

earliest days of the pandemic. But it was crucial, so we launched a nationwide effort featuring the national AFT Votes bus tour. AFT President Randi Weingarten, joined by Secretary-Treasurer Fedrick C. Ingram and Executive Vice President Evelyn DeJesus, hosted every type of event possible while maintaining stringent pandemic protections, engaging voters and activists during drive-in rallies and car caravans, safely distanced marches, meetings and canvasses. Over 33 days, they visited thousands of members and community partners in 14 states, tapping into excitement for the presidential election and helping our members get out the vote nationwide.

The tour involved an inspiring mix of students, teachers, school staff, nurses and other AFT members, sharing the mic with scores of elected officials and candidates, from mayors and school board members to state legislators and members of Congress. Partners from organizations like the A. Philip Randolph Institute, the NAACP, Moms Demand Action and Voces Unidas, and union representatives from the AFL-CIO, AFSCME and the American Federation of Government Employees also participated, proving yet again that together we can accomplish what is impossible to do alone.

At many of the AFT Votes stops, we distributed hundreds of free books, backpacks and school supply kits as well. The tour was covered by media around the world and here at home, and it helped turn out our members and communities to vote for Biden and Harris and hundreds of other candidates who value public services.

Beyond the bus tour, even during the pandemic, AFT members and leaders were helping elect the Biden-Harris

ticket and candidates up and down the ballot. We knocked on thousands of doors across the country, made thousands of calls and sent thousands of peer-to-peer texts to reach voters and inform them about how and where to register to vote, and why they might consider voting for our endorsed candidates. We fanned out physically and virtually, making sure people knew where and when to vote, giving them information about mail-in ballots when they needed it, and helping them determine whether their registration was current—key components to getting out the vote.

Many of our members took their participation in the electoral process even further: 125 AFT members and leaders were delegates at the Democratic National Convention, in the thick of the action as policies were set and alliances made. Others tuned in together to watch all the action at DNC watch parties sponsored by AFT affiliates across the country.

And what a difference elections can make. Not only did we elect the Biden-Harris team—which has proceeded to pass a bipartisan infrastructure plan, fund the American Rescue Plan to help Americans recover from the pandemic, repair the Public Service Loan Forgiveness program, rejoin the Paris Agreement to address climate change, strengthen the Affordable Care Act and accomplish so much more—we also have benefited from the personnel the new administration has put in place. Education Secretary Miguel Cardona, for example, is a former teacher and strong public school supporter who has set the tone for a more inclusive, equitable system in myriad ways. Labor Secretary Marty Walsh uses his own experi-

ence as a union representative, walking picket lines and fighting for fair workplaces, as he creates fair labor policy that truly serves American workers. And the unprecedented appointment of Ketanji Brown Jackson sets an eminently qualified new associate justice on the Supreme Court.

In other elections, we've seen policy shifts from people like New Mexico Gov. Michelle Lujan Grisham, who has signed powerful legislation to fortify and fund public schools and the people who work in them, and Michigan Gov. Gretchen Whitmer, who fought so hard to keep her state safe from the pandemic despite being violently targeted by opposition.

### Moving forward

Our work to preserve democracy continues. We joined the NAACP to launch the Fighting for Our Vote campaign in 2021, with AFT leaders traveling across the country to shine a light on restrictive voting laws, mobilizing members of the participating organizations to urge their communities to register to vote and to demand that local and state elected officials adopt voter protections.

We're also helping residents become voters. Nationally, there are 9 million lawful

permanent residents in the United States who are eligible to become naturalized citizens, so we launched a series of Together We Rise citizenship clinics in May 2021. By May 2022, we had held 10 forums to share information and screen attendees for citizenship eligibility and had held five clinics and engaged more than 500 people—along with community partners and pro bono attorneys—to help people fill out their citizenship applications.

We also work hard to codify voting rights at the federal and state levels, fighting those policies that would squelch the voting power of the people. The AFT is among the leaders in a movement to pass the John Lewis Voting Rights Act and the Freedom to Vote Act, two laws that would honor the integrity of the voting process and secure access to the polls so that no one has to jump through hoops—or live in the “right” neighborhood—in order to vote.

To deepen understanding of democracy and raise awareness about the threats it is facing, we've developed instructional materials and hosted panel discussions—including on voting rights for people with disabilities—that advance our commitment to

preserving it. For example, the Albert Shanker Institute—partnering with the AFT, Share My Lesson and the AFT Innovation Fund—created the Educating for Democratic Citizenship project. The project, which launched with a conference featuring prominent elected officials discussing the importance of teaching civics,



***“We know, with all of the things that are happening all over the world, how fragile democracy can be. We have to strengthen that cornerstone. ... We have to make sure that anybody who wants to be a citizen of this country, can be a citizen of this country.”***

***—AFT Secretary-Treasurer Fedrick C. Ingram***

provides educators with action civics lessons and resources that can also be used to enhance learning in American history and government. Dozens of resources are available to help students learn about their rights and responsibilities and what they can do to ensure that local, state and the federal governments are more inclusive and representative of those they serve.

Beyond the Educating for Democratic Citizenship materials, Share My Lesson has a robust collection of videos, classroom projects and lesson plans (even a board game about voter suppression); SML explores everything from the Constitution to media literacy, gerrymandering and one of the most current topics, the threat to democracy posed by the Jan. 6 insurrection at the Capitol. There is also a deep well of content on the history of democracy and how it functions, from Plato to modern-day Capitol Hill, and dozens of lessons on elections that will help prepare young people to become informed voters.

Preserving democracy means engaging on every front, from door-knocking to legislation, and most especially through education, so that our young people grow up understanding and cherishing their right to participate—their right to vote.



# We Fight for High-Quality, Well-Resourced Healthcare, Public Services, and Public Schools and Colleges

An AFT member's work is not just a job. In many cases, it is a calling. We get wrapped up in what we do because it involves caring for the communities in which we live, for the people we teach and heal, and for neighbors who need clean drinking water, a fair judicial system, social services and other reliable public works.

So it's no surprise that the union is deeply committed

to providing the best of those services possible, working at multiple levels to make sure we have high-quality schools, colleges, healthcare and so much more.

## Investing in community schools

One of the most significant ways the AFT improves the lives of Americans is by supporting community schools.

These institutions go far beyond academic learning to bring so many services to families in need—from homework help and after-school care, to medical and mental health services, housing and legal assistance. And they foster trust and relationships, supporting inclusivity and civic participation and, research shows, educational success. Throughout the pandemic, community schools have been even more essential: delivering meals to families, helping students get internet access, sharing information about how to minimize the spread of COVID-19, connecting families with mental health counseling and so much more.

The AFT has over a decade of experience creating community schools, totaling 900 to

date. We've supported dozens of locals in launching community schools and helped win federal funding for 800 more. Our goal: 25,000 community schools by 2025.

In rural Deer River, Minn., Native American families needed one place to access vital resources like mental health care, dentistry, a food pantry and, most importantly, the warm, human connections that our children and families deserve. The AFT-supported community school there meets those needs. In several school districts in and around Rome, N.Y., the AFT supports a network of 37 schools that work closely with social service agencies, businesses, higher education institutions, health clinics and faith-based organizations, meeting the academic and nonacademic needs of students and families and focusing particularly on educational equity. New York state has noted our success and is building on this effort.

Last year, the Los Angeles Unified School District approved 40 more community schools, bringing the total to 70 in the district over the next three years. California has since launched an ambitious \$3 billion, multiyear program that will assist nearly 1,000 community schools in the state. California Federation of Teachers President Jeff Freitas hailed the initiative and began offering a training program, in partnership with the AFT, to support schools in transforming into community schools. Freitas sees this as "an opportunity for the CFT, for the

***"Community schools are a priority for CFT and are part of our strategic plan. This is collective bargaining for the collective good."***

*—California Federation of Teachers President  
Jeff Freitas*



unions, to lead in education, to lead on racial justice and restorative justice.”

### Recruiting and retaining educators

Anyone who has worked with children knows they need our undivided attention and energy to learn. But with staff shortages plaguing our schools, there are just not enough adults in the buildings to cover everything that must be done—escorting kids from buses, supervising lunch, tending to scraped knees (or worse), fixing aging heaters, driving buses, connecting with families and, of course, getting through the day’s lesson plans. Educators are stretched thin, and students are suffering as a result.

Nearly 30 years of data show that teachers are being driven out of the profession by poor working conditions, low pay, and a lack of voice, respect and support. More recently, that’s been compounded by crushing student debt; by a pandemic that sent us scrambling to set up remote learning, chase down students lost in the shuffle between online and in-person classes, and cover for colleagues who were sick; and by the stress of not having sufficient school counselors or nurses, even as some students have been experiencing relentless trauma in their communities.

Educators are leaving the profession at the highest rate on record: 300,000 a year. And the pandemic is making things worse. A teacher survey in November 2021 found that nearly 50 percent of respondents had considered changing jobs, up from 32 percent in June. Recruitment is a problem as well: Enrollment in teacher preparation programs dropped 38 percent nationally between 2008 and 2015.

Students of color and students living in poverty experience the highest teacher-turnover rates; these are communities who need great educators, but their schools are so neglected that they present some of the worst working conditions and are hardest to staff.

What can we do about it?

Plenty. The AFT’s member-driven Task Force on the Educator Shortage is doubling down to develop strategies, building on the foundation of what we already know we must do: Teachers and PSRPs need a stronger voice and more respect within their schools and professions, with better compensation. Working conditions must improve so schools can be safe and welcoming places for everyone. And robust mentoring programs for newly hired staff and support programs to address stress and wellness are key.

Teachers need career pathways so they can grow within their profession without having to leave the classroom. Paraprofessionals need pathways into the teaching field.

Research shows that children are more successful when their teachers share their own lived experience. The AFT believes in “grow your own” programs to diversify the educator workforce with people who live in the schools’ immediate communities. Building on the success of the United Federation of Teachers’ para-to-teacher pathway, the Philadelphia Federation of Teachers negotiated with the district and is now launching a para-to-teacher academy. To bring youth into the profession, an AFT partnership with Montclair State University and Newark Public Schools founded the Teacher Education Academy, with dual enrollment for New Jersey high school students who want

to become teachers. And in Corpus Christi, Texas, an AFT workshop for Latinx education students helped inform their journey to the front of the classroom.

### Grappling with safe healthcare staffing levels

Just as our schools need sufficient staffing to provide the best education possible, our hospitals and clinics need enough personnel to provide safe, effective healthcare.



**FILED.**  
**WE SUED THE TRUMP ADMIN FOR**  
**FAILING TO ACT TO PROTECT**  
**HEALTHCARE PROFESSIONALS**  
**FROM INFECTIOUS DISEASES.**

Here, too, shortages plague the profession.

Even before the pandemic, estimates showed that we needed more than 1 million new nurses by 2030. Too many nurses are overworked and underpaid, facing more and more risk on the job—and some are retiring early, a phenomenon that accelerated during the pandemic. By December 2022, the U.S. Bureau of Labor Statistics expects we will be short 1.1 million nurses.

That’s jeopardizing the quality of care in our communities.

Our AFT affiliates have stepped up to shine a light on the problem and work toward solutions. Members of the Ohio Nurses Association’s local at the Ohio State University Wexner Medical Center won safe patient staffing levels, including a nurse-patient ratio

in the operating room and the critical care unit in the emergency department. The nurses can also challenge patient care assignments that are unsafe if they exceed the established ratio.

The Washington State Nurses Association/AFT created a coalition with locals of the United Food and Commercial Workers International Union and the Service Employees International Union, and together they are fighting for legislation that establishes enforceable staffing standards that protect workers from dangerously high patient loads. It also creates workforce development programs. The Oregon Nurses Association is fighting for a bill that would establish a nurse internship program, expand mental health services for healthcare professionals

and study new solutions to the staffing shortage. At the national level, the AFT has partnered with George Washington University and the Institute for Healthcare Improvement on federally funded training and services to study moral injury and address burnout and resiliency among healthcare and public safety workers.

Outside of staffing, our members have held officials accountable for workplace safety—and consequently, healthcare safety. We’ve

worked with the Occupational Safety and Health Administration to train healthcare leaders on enforcing safety measures, and during two national days of action our affiliates filed OSHA complaints resulting in citations that should lead to improvements. We also sued OSHA for withdrawing its healthcare emergency standard during the pandemic.

We’ve joined the conversation about healthcare equity, issuing a report that reveals how deeply the pandemic exacer-

bated inequities among people living with economic insecurity, people of color, LGBTQIA+ people, people living in rural areas, people with disabilities and especially those who live under multiple intersecting systems of oppression. The report underscored the need to do more than return to conditions before the pandemic, but to improve them for the many people who have been underserved for generations. It also offered clear-sighted solutions like funding for more school nurses, investing in pub-

lic housing free from environmental hazards, and investing in public health departments, labs and personnel. We also offered webinars on cultural competency so that everyone gets high-quality care regardless of their ethnicity, race, gender or other identifying factors. And we’ve lifted up the voices of our members who experience first-hand the discrimination against healthcare workers and patients because of racial bias. One local, in Willimantic, Conn., is fighting to keep a maternity unit its com-

## Share My Lesson: Resources to Help All Students Thrive

The AFT launched Share My Lesson in 2012 with a vision of designing a virtual space where all educators could find and share on-demand, high-quality and free classroom resources, including the best educator-created lesson plans, learning materials and teaching practices. It was important to us that the technology was a support for—not a replacement of—educator professionalism and expertise.

Since then, SML has evolved into a vibrant, 2 million-member community that also offers for-credit professional development webinars, relevant lessons that span the curriculum and all grade levels, and truly helpful health and wellness sessions. During the pandemic, Share My Lesson became so many teachers’ go-to resource—hundreds of

thousands more people joined the site, because it’s accessible and on point. But we realized that wasn’t enough.

We talked to our members and realized we needed to make changes to make this community—a community people love—easier to use and more responsive to the challenges facing our country. So Share My Lesson stepped up into a new role, helping educators and parents navigate the shift to remote instruction and embrace the teachable opportunities related to our ongoing crises, from protecting voting rights and fighting book bans to creating welcoming environments and promoting environmental sustainability.

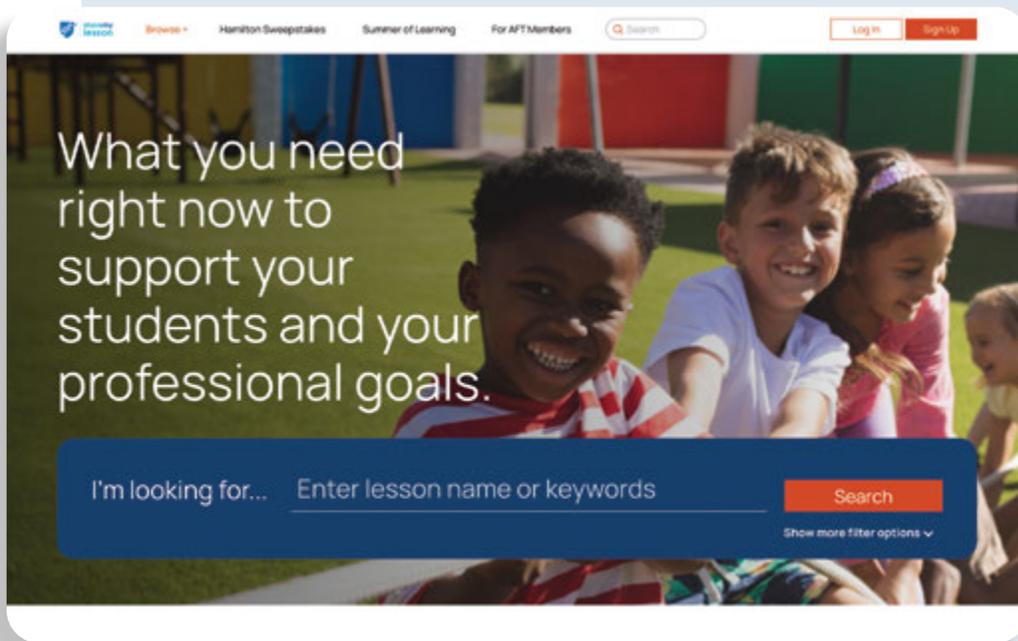
And so, the recent redesign is in response to what our members wanted: something that

is easy to use and easy to search, and that reflects what educators, school staff and families truly need to help all students recover and thrive—socially, emotionally and academically.

Among the many new pluses you’ll find in the reimagined SML: a robust search feature; role-based search functions; content and collaboration spaces; and streamlined ways to move around the site, with fun and engaging new illustrations. You’ll also find the latest news-related lessons and blogs, plus resources for “topics to address this month,” whether it’s celebrating America’s immigrant heritage, teaching civics education, or understanding and honoring Juneteenth. And you’ll find the same high-quality content from trusted partners and the same popular, proven features, such as lesson plan sharing and user ratings.

As we seek to serve AFT members and education communities across the United States, we see a need to prioritize social-emotional learning and academic support. America’s educators are doing all we can to help meet those needs. We believe that the SML community can play a unique role in giving educators, school staff, parents, families and caregivers the tools, resources and inspiration to help our children recover, grow and find joy in each day again.

SML is here to support your students’ needs and your professional development goals. We have your back as we face the continuing unknowns that this year could bring—while never forgetting our mission to foster excellence in education and provide a safe and welcoming environment to enable students, families, educators and staff to truly thrive.



munity says has been “a beacon” of healthcare for 88 years.

### Investing in public services

Public services are the bedrock of our communities and the place to start rebuilding after more than two years of the pandemic. That’s why the AFT fought to pass the national Infrastructure Investment and Jobs Act, with its \$1.2 trillion to rebuild roads, bridges and railways; improve access to clean drinking water and high-speed internet; advance environmental justice; and create more well-paying union jobs.

New York’s Public Employees Federation established a Fund Our Future campaign to urge the state to restore, fund and support the public services PEF members provide, including addressing deficiencies like the lack of mental health services and other alternatives to an overtaxed criminal justice system, and beefing up public accountability for—not privatization of—infrastructure repairs, maintenance and, ultimately, safety. To win a state budget that reflects these priorities, PEF members sent more than 18,000 letters and made thousands of phone calls, and in April 2022, Gov. Kathy Hochul signed a \$220 billion spending plan with significant investments in mental health and addiction services, public education and rebuilding the state workforce.

United University Professions, our faculty affiliate at the State University of New York (including public teaching hospitals), launched its NY HEALS coalition, to build on its commitment to healthcare, education, access, leadership and sustainability. Its ambitious legislative agenda would expand access to healthcare for all—and the coalition celebrated a fiscal year 2023 state budget that reflects some of its highest

priorities, including financial assistance to SUNY teaching hospitals, which are a literal lifeline to many historically underserved communities, and funding for frontline healthcare workers who have been fighting the COVID-19 pandemic. After a long delay, many UUP members will receive compensation for their heroic service during this unprecedented crisis.

At the global level, the AFT is in the fight against privatization of education and public services, protecting them from private, profit-making commercial interests that push new technologies into the public sector to supplant, not augment, the workforce. With international partners, we are addressing these threats with a program that ensures digital technologies are used to enhance, not replace, the work of teachers, healthcare workers and government employees.

### Winning a ‘New Deal’ for higher education

Our New Deal for Higher Education, crafted with the American Association of University Professors, calls for a massive federal investment to make college accessible through free college, student debt relief and sustainable workplaces with livable wages for faculty. It also pays particular attention to inequity and access for Black, Indigenous and Latinx students. While New Deal provisions failed to pass in the Build Back Better bill, the AFT will continue to fight for improvements through the Higher Education Act reauthorization, centering direct aid for students and more aid to historically Black colleges and universities.

In New York, the Professional Staff Congress has its own “New Deal for CUNY.” The union, which represents faculty and staff at the City University of New York, is working



with a coalition of advocates on legislation designed to not only prevent state budget cuts but reverse decades of underfunding. Its \$1.7 billion program would set minimum staff-to-student ratios, raise adjunct salaries, fix crumbling infrastructure and make CUNY tuition-free. Some progress has been made: New York’s latest budget increased CUNY funding by \$1.2 billion.

In another crucial investment in future generations, the Faculty Association of Suffolk Community College in New York is making the college experience more welcoming for Black, Indigenous, Latinx, Asian American and Pacific Islander students. Its JEDI Institute program (for justice, equity, diversity and inclusion) involves faculty workshops that examine racialized assumptions, create more inclusive course content, practice more inclusive student interactions, and lean into antiracist pedagogy and work principles.

No effort to sustain and move forward America’s colleges and universities would be effective without addressing the contributions and working conditions of adjunct faculty. The fact that large numbers of academic workers are hired without job security, decent salaries or benefits, and a guaranteed role in academic decision-making is an



academic staffing crisis that’s a top priority for the AFT. We are now the nation’s largest union of contingent higher education workers. The AFT works through organizing, legislative advocacy, collective bargaining, research and public education to improve their working conditions and create more full-time, tenure-track faculty positions.

This work is bearing fruit. In 2020, AFT New Mexico won changes in the state’s collective bargaining law to make it easier for faculty and adjuncts to join a union—and directly enabling faculty with the United Academics of the University of New Mexico to bargain a historic first contract featuring pay raises and job security protections.

# We Fight for Hope and Aspiration, Countering Division and Discrimination

The last two years have been a time of unprecedented crises: A global pandemic. Climate change. Culture wars. And, for many, a renewed awareness of the systemic racism that has plagued our country since its inception.



In the face of so much prolonged struggle, we could just give up. But at the AFT, we rise up. We band together with our community partners and move forward.

When the former administration failed to put pandemic safety measures in place, and governors resisted vaccination and mask mandates, of course we were upset. But instead of shaking our heads in dismay, we held vaccination clinics; distributed masks, gloves and face shields; and set up food deliveries for families who had lost jobs or were isolating because of illness.

When a shooter attacked a grocery store in Buffalo, N.Y., that served a Black community, or a Walmart in El Paso, Texas, that served a Latinx community, or a school full of children in Uvalde, Texas, we wept. But we did not stop there. We listened to one another's sorrow, and we continue to act against violence.

To counter the hatred, we build knowledge, fighting for the freedom to teach honest history—all of it, the good and the ugly—so that children, and the grown people they will become, can understand one another's stories and continue the struggle for freedom, diversity, equity and inclusion. Our panel discussion with the 1619 Project, which focuses on the impact of Black history on our lives today, helped educators who want to get beyond outdated, incomplete textbooks and engage their students in more relatable content. Through the project, students learn about enslavement and the civil rights era, of course, but they also listen to Wesley Morris' podcast on how Black music has influenced all American music. They read Reginald Dwayne Betts' poetry and create their own redaction poems, or read about the role of sugar, from plantation to modern diet.

Through panel discussions about racism and its effects on our school communities, we are building understanding and solidarity. Through our Asian American and Pacific Islander Task Force, we are countering the hate that surfaced during the pandemic and promoting a broader understanding of our AAPI history and communities. Our Civil, Human and Women's Rights Conference included moving speakers as well as workshops so our members can continue their work on coalition building, voting rights, immigrant rights and more. Our Campaign to Stamp Out Racism, launched with the NAACP and First Book, includes free copies of the book *Stamped*, by Jason

Reynolds and Ibram X. Kendi, for hundreds of schoolchildren across the country, plus professional development for their teachers through First Book's Empowering Educator series.

Our Reading Opens the World campaign (see page 14) purposefully includes lots of books with diverse characters, as well as books in Spanish. From *Jump at the Sun*, about Zora Neale Hurston, to *Nuestra América*, about inspiring Latinx Americans, to Grace Byers' book *I Am Enough*, about all kinds of children playing together, these books build knowledge as well as community.

Share My Lesson also has a wide array of content that

includes rather than excludes, celebrating the heritage of Asian American, Pacific Islander and Latinx communities, Black history, Native American and Muslim experiences, LGBTQIA+ people and others. Regularly teaching such holidays as Juneteenth, the day Texans learned about the emancipation of enslaved people, and Ramadan, the Muslim month of fasting, prayer, reflection and community, helps children better understand one another's families and cultural histories.

Many state legislators are trying to outlaw such content—and some have succeeded. New Hampshire, for example, now has a webpage where the public

***“Every young person deserves a school that welcomes them as they are. They deserve an inclusive and accepting learning environment to dream dreams and reach their full potential. ... Let this be a call for all historically oppressed communities to stand with our LGBTQIA+ family at this time—our struggle is one. We are in this fight together.”***

—AFT Executive Vice President Evelyn DeJesus



can report educators for teaching topics they don't like, and an extremist group topped that off with a cash reward for such reports. AFT-New Hampshire joined parents and teachers in a court case to declare the so-called divisive concepts law invalid and unconstitutional.

In Florida, the "Don't Say Gay" law, which bars educators from discussing gender identity and sexual orientation with young students, has set an example for dozens of other states restricting discussion of LGBTQIA+ issues. What about all the kids with same-sex parents? Or those who are themselves queer or wondering about their gender? They are shut out. With LGBTQIA+ students already at higher risk for bullying, depression and suicide, and with some LGBTQIA+ educators so targeted by conservative groups they are leaving the profession, the AFT is fighting hard against these exclusionary and fear-based laws.

It's not just K-12 that is affected by censorship. At colleges and universities, the AFT has joined forces with the American Association of University Professors to fight for academic freedom and against "education gag orders," strategizing about how to defeat state laws that make faculty hesitant to teach freely and explore difficult, sometimes controversial, concepts.

Higher education unions are also holding colleges accountable for equity policies they proclaim but then fail to carry out. Like at Rutgers University, where even though the faculty union contract demands pay equity, faculty had to sue to actually get it—and then follow through to prevent administrators from using lower-paid positions as comparables when determining fair pay.

Inequity has also crept onto campus in faculty-to-student ratios, as one AFT member's New York-based research revealed:

Where there are more Black and Hispanic college students, there are fewer full-time faculty to go around. And faculty of color frequently feel a disproportionate weight when it comes to layoffs. When 663 faculty were laid off at City College of San Francisco, that was certainly the case. And while AFT 2121, the faculty union there, negotiated a solution and restored all those jobs, it required a reduction in faculty salaries—and the problem persists. So we keep fighting.

Some unions are addressing inequity with direct education: New York State United Teachers held a series of panel discussions called "Many Threads, One Fabric." Among the speakers were music legends Doug E. Fresh and Paul Anthony, and Latina powerhouse Juana Bordas. Topics ranged from racial and cultural diversity in schools and communities to resilience during the pandemic and how to fight for equity.

We're also fighting for equity among our immigrant communities. Our members and leaders stay current on instructional practices for teaching English language learners, interacting with our partners at the National Association for Bilingual Education and supporting classroom work with a deep well of content on *Colorín Colorado*. We provide trauma-informed support for educators who teach refugee children and share ideas about how to ensure Latinx families are included in policymaking at the school level and in our governments, with partners like the National Hispanic Caucus of State Legislators, the League of United Latin American Citizens, UnidosUS, the National Immigration Law Center and so many more.

We advocate for fair treatment of refugees at the border and for a clear path to citizenship for immigrant families. And we have a voice at the table: One

of our members, Karen Reyes, was one of a handful of Deferred Action for Childhood Arrivals recipients who visited the White House to tell President Biden why DACA must be extended and made a permanent part of the country's immigration code.

As we so often say: Together, we can accomplish what is

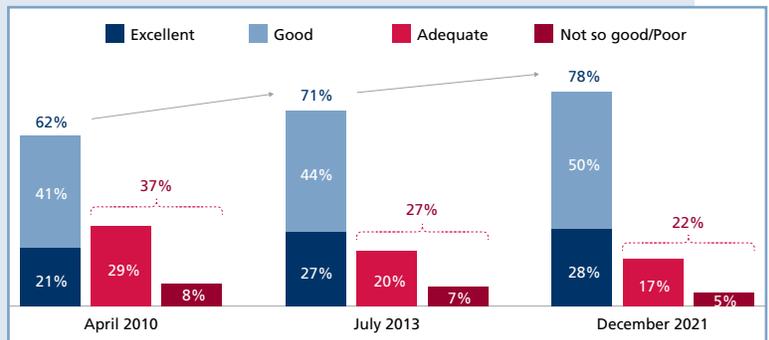
impossible to do alone. As the world throws out more and more challenges, we combine our power. We make alliances. We may not agree on every detail, but we agree the world can be a better place, and we agree that we are committed to making it so. We are the aspiration agents.

## Parents Strongly Support Our Public Schools

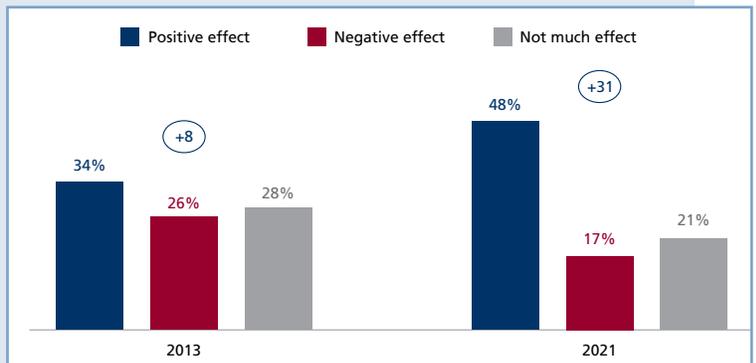
While the heated rhetoric from extremists can feel overwhelming, that vocal minority does not represent—and is not winning over—most families. An NPR/Ipsos poll from April 2022 found that 88 percent of parents "believe their child's teacher(s) have done the best they could given the circumstances around the pandemic," and 82 percent "say their child's school has handled the pandemic well."\*

This echoes the strong support the AFT found in its December 2021 poll. As shown below, parents' views on public school teachers and their unions have grown more favorable over the last decade.†

### Parents give high scores to public school teachers' quality and performance:



### Parents believe teachers unions have a positive effect on the quality of education:



\*For details, see "Parents Report Improvements in Their Child's Educational Attainment Compared to Last Year" at [go.aft.org/2hn](http://go.aft.org/2hn).

†For more results, see "National Survey of Public School Parent Voters" at [go.aft.org/16i](http://go.aft.org/16i).



J. PHILIPPE ABRAHAM



SHELVEY Y. ABRAMS



FREDERICK R. ALBERT



VICTOR M. BONILLA  
SÁNCHEZ



VICKY RAE BYRD



ZEPH CAPO

## 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 equip our members and affiliates to handle the threats they face and seeks to create a safe and welcoming country for all.

### Our purpose

The executive council has adopted policies and programs that address every major issue facing the AFT and our members. We fight for good jobs and the right to a union; for high-quality and well-resourced healthcare, public services and public schools and colleges; to counter discrimination and division; and to protect the right to vote, the integrity of elections and our imperiled democracy.

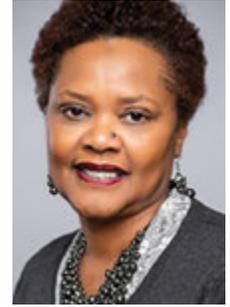
The council makes policy between conventions on a quarterly basis and meets on an as-needed basis to confront issues of the moment. For example, on June 1—right after the Buffalo and Uvalde shootings—the council passed a resolution vowing to “organize against hate and gun violence to fight for the living.” This powerful resolution describes the lives lost recently and calls out the severity of our national gun violence problem, noting that “there have been 27 school shootings in the U.S. during the first five months of 2022, and more than 230 mass shootings in the U.S. this year alone.” And it sets forth commonsense gun violence prevention strategies, while reinforcing the AFT’s commitment to working with community partners and holding elected officials accountable.

Since the 2020 convention, the council has addressed a broad range of issues, from intellectual freedom, to protecting democ-

racy in our country and around the world, to civil and human rights. And, of course, it has established numerous policies to guide the union through the ever-changing situation of the COVID-19 pandemic, placing a high priority on the safe reopening of schools and colleges and on delivering critical resources for healthcare and public services.



JOLENE T. DIBRANGO



GLENEVA DUNHAM



ANTHONY M. HARMON



DAVID HECKER



DANIEL J. MONTGOMERY



MICHAEL MULGREW



WAYNE SPENCE



JESSICA J. TANG



LARRY J. CARTER, JR.



KATHY A. CHAVEZ



DONNA M. CHIERA



MELISSA CROPPER



AMANDA CURTIS



JAMES C. DAVIS



MARIETTA A. ENGLISH



FRANCIS J. FLYNN



JEFFERY M. FREITAS



LISA J. GOURLEY



DAVID GRAY



RON GROSS



KARLA  
HERNANDEZ-MATS



JAN HOCHADEL



JERRY T. JORDAN



FREDERICK E. KOWAL



TERRENCE MARTIN, SR.



KARA  
McCORMICK-LYONS



ANDREW PALLOTTA



DONNA PHILLIPS, RN



JUAN RAMIREZ



JESSE SHARKEY



ANDREW SPAR



DENISE SPECHT



ADAM URBANSKI



DEBBIE WHITE, RN



CARL WILLIAMS

## How the council works

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, the secretary-treasurer, the 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, the Benefit Trust, the 403B Trust 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 provides 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 LGBTQIA+ community, public education and labor.

**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, PSRP, Higher Education, Public Employees, Nurses and Health Professionals/RNs and Retirees**.

# AFT Membership

In the two years since our last convention, the AFT's commitment to organizing new members and mobilizing existing members has not only minimized the impact of the Supreme Court's *Janus v. AFSCME* decision but also ensured that we stayed strong throughout the COVID-19 pandemic. The numbers show our resolve and resilience: 1,711,359 professionals are proudly represented by the AFT (as of June 20, 2022). Although our roles are diverse, we are united in our fight for a better life for all and for the next generation to do even better.

We're preK-12 educators ensuring that children's social, emotional and academic needs are met throughout the pandemic. We're nurses (including school nurses), physicians, technicians and other healthcare professionals courageously caring for others, even when appropriate PPE was in short supply. We are college faculty, adjunct instructors, graduate employees and administrative professionals reaching out to students to help them reconnect and prepare for their futures. We are school maintenance workers and food service personnel, school bus drivers and mechanics who made sure whole families did not go hungry throughout the darkest months of COVID-19. We are public employees in state, county and municipal governments striving to keep communities safe, from social workers and psychologists to public health officials and court administrators, from marine biologists to bridge inspectors. We live and work all across the country, including in Puerto Rico, the U.S. Virgin Islands and Guam. We are working and retired. We are all the AFT.

Fighting for the promise of a better America is what we do. Since our last convention and throughout this global pandemic, our members have been busy growing our union, expanding rights for working people and moving aspiration to action.

Whether we are organizing a new unit, fighting for good jobs or fighting against efforts to disinvest in our jobs, we use multipronged approaches to win. Since the 2020 convention and through the COVID-19 pandemic, the AFT has had more than 70 organizing wins, increasing our union strength by more than 7,000 new members across five of our six constituencies (all but retirees).

**Historic affiliation in higher education.** The American Association of University Professors voted to join with the AFT in June 2022 to confront the many challenges facing higher education. The affiliation brings together two organizations representing more than 300,000

faculty overall, the largest alliance of its kind in the country—and it means nearly 40,000 people with joint AFT-AAUP membership (and this growth is in addition to the 7,000 members added during the pandemic). The power of this partnership bolsters protections for academic freedom and strengthens faculty voice at the state and federal levels.

Expanding union rights and representation for higher education faculty and staff across the country continues to be our goal. In addition to the groundbreaking AAUP affiliation, the union continued to make gains in higher education organizing since the last convention. Staff at the University of Vermont voted in May 2021 to join the AFT after years of bad management, disregarding of feedback and instability on campus. These union members are currently negotiating their first agreement. Full- and part-time faculty at the University of the Arts in Philadelphia voted in May 2022 to join our affiliate there, the United Academics of Philadelphia. On the West Coast, full-time faculty at Dominican University of California in San Rafael voted to join the California Federation of Teachers. Additionally, members of the Claremont Colleges Services—the central organization for seven independent colleges—also voted to join the CFT.

**Charter school organizing.** Educators in charter schools around the country are coming together to fight for a voice and union representation. There have been numerous charter school organizing successes across the country: The Chicago Teachers Union, AFT Pennsylvania, Education Minnesota and the United Federation of Teachers in New York all had multiple charter victories over the last year. In Ohio, educators at Summit Academy Lorain and at Cleveland's Menlo Park Academy voted overwhelmingly to go union. They are the eighth and ninth charter schools to join the Cleveland Alliance of Charter Teachers and Staff (Cleveland ACTS). As a teacher noted, "By uniting as one cohesive staff and forming a union, we can start bargaining a contract that ensures we continue to provide a quality, innovative, robust education for our ... students."

On the West Coast, charter organizing continues in Los Angeles and has recently expanded to Oregon and Washington state.

**Nurses and health professionals.** We continue to be the fastest-growing healthcare union. In New Mexico, we organized our first healthcare units in the state. After the great effort to reform the Public Employee Bargaining Act in New Mexico, we are now exercising the new card check process for workers at the University of New Mexico's Sandoval Regional Medical Center in Rio Rancho. The union also had organizing success in other parts of the country, adding new healthcare members to our affiliates in Vermont, New Jersey and Montana.

**Public employees.** Colorado WINS secured the first-ever collective bargaining agreement for public employees in the state in November 2021. Only half of the states in our country have a legal framework outlining collective bargaining for public workers—and until 2020, Colorado was not one of them. Together with the Service Employees International Union, the AFT founded Colorado WINS—which stands for Workers for Innovative and New Solutions—back in 2007, and, under a 2008 executive order, we were able to secure some rights for state employees in Colorado. Through a strong legislative and organizing culture, we fought for 13 years before securing collective bargaining legislation that was signed into law by Gov. Jared Polis in 2020.

# AFT Solidarity Fund

**Income and Distribution of Funds since 2020 AFT Convention** (May 1, 2020-April 30, 2022)

The Solidarity Fund was created in 2002 to help the AFT and its affiliates support policies and programs that advance public education and public services, bargaining rights, and healthcare and retirement security, and also counter policies and programs that attempt to weaken these critical policies.

<b>Total Amount Received for the AFT National Solidarity Fund:</b>	<b>\$33,069,094</b>
<b>Total Amount Disbursement from the AFT National Solidarity Fund:</b>	<b>\$35,976,019</b>
<b>Balance of the AFT National Solidarity Fund:</b>	<b>\$16,885,240</b>

## Disbursements from the National Solidarity Fund

### American Federation of Teachers

Resources were provided for the AFT's political and legislative mobilization campaigns during the 2020, 2021 and 2022 election cycles and legislative sessions. Organizing around the principles of advocating and protecting democracy, strengthening public education, ensuring quality healthcare and fighting for all working families, the AFT continues to advocate for the policies that will make it possible for all Americans to thrive.

Since the last AFT convention, the Solidarity Fund provided resources for critical programs, including for the AFT's 2020 electoral program. In 2020, the AFT played a leading role in helping to elect Joe Biden as president and Kamala Harris as vice president of the United States. With the election of Biden-Harris, funds were used to mobilize for the passage of important legislation, including the administration's infrastructure plan and the American Rescue Plan, which provided a lifeline for the American economy that transformed the fight against the COVID-19 pan-

dem, including helping to safely reopen public schools and funding critical public services.

The Solidarity Fund provided resources for the AFT's important electoral and legislative programs in 2020, 2021 and 2022 at the federal, state and local levels. These programs include member-to-member as well as independent expenditure programs; congressional, gubernatorial, state legislative, mayoral and school board races; and state and local initiatives and school funding measures. The Solidarity Fund also was vital to the AFT's ability to support community partners, allies and coalitions, including for voter registration and voter protection efforts.

**\$35,576,019**

### **Oregon (joint request from AFT-Oregon, the Oregon Nurses Association, the Oregon School Employees Association and the Oregon Federation of Nurses and Health Professionals)**

Solidarity funds were provided to support Oregon Measure 108. The measure increased

taxes on tobacco products and inhalant delivery systems (such as e-cigarettes) to fund the state's Medical Assistance Program and other health-care-related programs. The measure passed.

**\$100,000**

### **Montana Federation of Public Employees**

Solidarity funds were provided to help defeat LR-130, a ballot measure to remove local governments' authority to regulate the carrying of permitted concealed weapons. Unfortunately, LR-130 narrowly passed.

**\$300,000**

### **Total Amount Disbursed from the AFT National Solidarity Fund:**

**\$35,976,019**

# AFT Solidarity Fund—State Solidarity Funds

Income and Distribution of Funds since the 2020 AFT Convention (May 1, 2020–April 30, 2022)

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:**

**\$21,151,453**

## 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

Funds were used to support statewide solidarity efforts, including fighting for public services, advocating a return to a defined benefit pension, fighting the contracting of vital public service jobs and holding the governor accountable for breaches of the state and federal constitutions. APEA participated in local and legislative member-to-member electoral efforts and communications initiatives by contributing to the Alaska AFL-CIO COPE special assessments and the Alaska AFL-CIO strategic communication plan.

The funds were used for the AFL-CIO COPE special assessment campaign fighting the *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 our membership after the *Janus* ruling.

**\$69,592**

### Alaska Nurses Association

Funds were used to support a campaign to oppose a constitutional convention. APEA donated \$15,000 to Defend Our Constitution, a multi-partisan coalition educating voters on the dangers, expense and risks of a constitutional convention.

The first Alaska Constitution was ratified in 1956, and Alaskans vote on the option to open the entire constitution every 10 years. There's also an amendment process in place that allows for changes to keep the document relevant without opening the entire constitution.

**\$15,000**

### Arizona Federation of Teachers

Funds contributed to the AZ Retirement Securities Coalition. AFT-AZ is a part of a consortium trying to maintain the public/state employees retirement system. It is balanced and fair, even with repeated attempts by the governor and key state legislators to cut benefits.

**\$2,000**

### California Federation of Teachers

In the 2020 primary and general elections, the CFT used funds to communicate with our members about key CFT electoral priorities, including the 2021 governor's recall election, as well as in preparation for the June 7, 2022, primary election. In addition, the CFT supported local unions with member-to-member mail communications for school board and board of trustee races and local tax measures. The CFT developed a "template mail program," allowing locals to choose from a series of mail templates developed by the CFT in order to communicate about their priorities at the local level. This is a program that the CFT will continue to offer to locals in the future.

For the November 2020 general election, the CFT had several ballot measure priorities for which we used solidarity funds, including Prop 15 (Schools and Communities First), Prop 16 (affirmative action), Prop 17 (allowing parolees to vote), Prop 18 (allowing those who will turn 18 on election day to pre-register), Prop 21 (rent control) and Prop 25 (replacing cash bail with risk assessment). The CFT fought hard with labor partners against Prop 22, which was an attempt by the gig economy industry (Uber, Lyft, DoorDash, etc.) to deny workers basic employment rights.

In 2022, solidarity funds have been used to prepare for potential ballot measure campaigns.

In coordination with labor partners at the Alliance for a Better California, the CFT has conducted research and polling to ensure anti-worker and anti-public education measures would not qualify for the November 2022 ballot, including a measure to dismantle public employee unions, a measure on private school vouchers and a measure under the Democrats for Education Reform guise of "high-quality education for all," but which would actually mimic the *Vergara v. California* lawsuit and allow frivolous lawsuits against collective bargaining agreements.

The CFT also used solidarity funds to support community and coalition partners, including California Calls, the California Budget and Policy Center, the Courage Campaign, Equality California and the Ballot Initiative Strategy Center, among others. In addition, the CFT used solidarity funds to support programs at AFL-CIO central labor councils across California.

**\$1,088,315.79**

### AFT Colorado

AFT Colorado used solidarity funds to help maintain the Democratic majority in the Colorado Senate and House of Representatives, as well as reelect the Democratic governor, treasurer, secretary of state and attorney general. It also used funds to invest in coalitions to fight the attacks on public pensions, fight for collective bargaining for public workers and fight to increase funding for public schools.

**\$53,000**

### AFT Connecticut

AFT Connecticut used solidarity funds to survey members regarding political and union priorities, build a member organizing program, support

political and legislative mobilization efforts and strengthen community relationships. Legislative liaisons were assigned to work on these election campaigns and state budget campaigns along with member organizers, who provided support in targeted districts. AFT CT played a lead role in the elections that increased labor-friendly majorities in both chambers of the state Legislature. AFT Connecticut partnered with other labor unions in the State Employees Bargaining Agent Coalition to win a very successful contract for state workers, one that was overwhelmingly ratified by members across multiple AFT CT locals. Solidarity funds were effectively used to keep members updated and engaged throughout the lengthy bargaining process.

**\$698,264**

### **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. Funds were spent to identify, train and support candidates to run for office, specifically on building a bench of candidates who support and defend public education, including women, educators and people in key communities of color.

For the first time ever in Florida, Republican voters outnumber Democratic voters. In an effort to reverse that trend and encourage voters to focus on issues such as public education, solidarity funds were used to support and fund voter registration programs, including issue ID programs. These programs also included voter education and data-driven efforts to combat voter suppression and increase voter participation.

**\$1,126,296.46**

### **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, and helped retain several friendly legislators in the Georgia General Assembly.

**\$41,400**

### **Illinois Federation of Teachers**

The Illinois Federation of Teachers utilized solidarity funds during the 2020 election cycle in several ways: to help maintain strong Democratic majorities in the Illinois House and Senate; to support the Vote Yes for Fair Tax constitutional amendment ballot initiative campaign; to support the

Supreme Court retention campaign in the 3rd Supreme Court District; and to support Judy Cates, candidate for the state Supreme Court in the 5th Supreme Court District. IFT was able to help fund these campaign efforts while also communicating to our members by various means.

On the positive side, the Illinois House and Senate retained their labor-friendly majorities, which is critical to our legislative success. On the downside, neither the Vote Yes for Fair Tax ballot initiative, the Supreme Court retention campaign, nor the 5th Supreme Court District campaign was successful. This cycle, IFT will use solidarity funds to contribute to candidates in two partisan Supreme Court contests and to support a ballot initiative to include workers' rights in the Illinois Constitution.

**\$1,842,480.39**

### **AFT Indiana**

Member engagement and training is the primary goal for AFT Indiana and the foundation of everything we do. Other important goals include lobbying and political action for both members and staff, and making contributions to political campaigns. AFT Indiana has a limited amount of COPE dollars for campaign contributions, so we used a portion of our solidarity funds to supplement campaign contributions.

AFT Indiana invested significant solidarity funds in the member engagement and training category as well as in lobbying and political activity. Although much of the member engagement work had to be done virtually, AFT Indiana made it a priority to get members more active and educated about the issues to develop the strongest union leaders possible.

**\$64,980.48**

### **AFT Kansas**

AFT Kansas used solidarity funds for lobbying and advocacy campaigns, responding to anti-union bills coming out of the Kansas state Legislature. AFT Kansas fought against attempts to undermine public employee unions' ability to collect dues and worked to secure pay increases for state workers. Funds were also used to support pro-worker candidates and to work with other organizations to support statewide union organizing.

**\$38,500**

### **Louisiana Federation of Teachers and School Employees**

In nine special legislative elections, the Louisiana Federation of Teachers and School Employees used solidarity funds to support pro-public education legislators. LFT engaged members and communities to pass three local millages for resources to support

local school districts and in numerous school board and other local elections. LFT successfully worked with over 250 grass-roots organizations to defeat a ballot measure that would have allowed certain energy and manufacturing facilities to make direct payments to local governments instead of paying property taxes.

Funds were used for communication and mobilization around legislative issues, including successfully passing across-the-board pay raises in 2021 and 2022 and defending against multiple payroll deduction threats and anti-public pension legislation. LFT fought to secure a 2 percent COLA for retirees and defeated legislation that would have allowed school districts to privatize 6,000 nutrition jobs. LFT also led the fight for the first increase in operational pay for bus operators since 1986. LFT continues to use solidarity funds to build and strengthen relationships with other education stakeholders and community groups.

**\$150,202.90**

### **AFT-Maryland**

AFT-Maryland used solidarity funds in communications to members about changes to how Marylanders would vote in 2020 and will vote in 2022. With many polling locations closed because of the pandemic, and with the advent of vote-by-mail in Maryland, our members were given detailed instructions through multiple platforms—including U.S. mail, Hustle, worksite flyers and phone banking—as to how they could safely and securely cast their ballots.

In addition, a significant amount of solidarity funds was used to purchase personal protective equipment for members, since management was not providing the necessary PPE. N95 face masks, face shields, safety gowns and other protective equipment were distributed to members at their worksites.

AFT-Maryland also used solidarity funds for patch-through phone calls in July 2020 and March 2021 when the governor, Legislature and Board of Public Works threatened mass layoffs and furloughs to state employees as fears of a pandemic recession took hold. AFT-Maryland was successful in this endeavor.

**\$60,961.27**

### **AFT Massachusetts**

Solidarity funds supported campaigns and organizations that advance the interests of our students, schools and libraries, including the AFT Massachusetts Organizing Program, Citizens for Public Schools, Jobs with Justice, the Massachusetts Budget and Policy Center, the Mass Alliance, the Massachusetts Education Justice Alliance and Raise Up Massachusetts.

Passing the Fair Share ballot question is a priority of the Raise Up Massachusetts coalition. Raise Up Massachusetts is a grass-roots coalition of community organizations, faith-based groups and labor unions, including AFT Massachusetts, committed to building an economy that works for all—an economy that invests in families, gives everyone the opportunity to succeed and creates broadly shared prosperity. The Raise Up Massachusetts coalition is committed to passing the Fair Share amendment on Nov. 8, 2022, which would amend the Massachusetts Constitution, creating an additional tax of four percentage points on the portion of a person's annual income above \$1 million. The new revenue, approximately \$2 billion a year, would be spent on "quality public education and affordable public colleges and universities, and for the repair and maintenance of roads, bridges and public transportation."

**\$665,326**

### **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." Funds were also used to expand support for local funding and board races, while continuing the ongoing work to win state-level races. Solidarity funds were used to help build the infrastructure protecting voting rights and the electoral process in Michigan, including defending against efforts to overthrow the 2020 election and fighting against another Betsy DeVos-led voucher proposal. AFT Michigan supported several core community allies in their work to organize students, parents and community leaders around educational justice, safe and healthy schools and equitable funding. In addition, AFT Michigan provided local organizing assistance and training to local unions to help them survive and thrive in the open shop.

**\$315,542.84**

### **Education Minnesota**

In 2020, Education Minnesota launched a campaign to win fully funded, racially just public schools, and the Solidarity Fund provided substantial support to our progress toward that goal. As Minnesota has a divided government, solidarity funds were used to run accountability campaigns on anti-public education Republican legislative targets. This included training over 500 members in grass-roots organizing strategies and tactics, conducting patch-through phone calling, holding in-district accountability meetings with

members, and funding a revenue coalition effort using coordinated field and communications tactics to win increases in state revenue to fund our priorities. We were successful in winning historic state funding increases in the 2020 biennial state budget.

In addition, Education Minnesota used solidarity funds to support extensive local election efforts to pass levy and bonding referendums to locally fund schools. 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 to build better relationships with school districts, communities and members.

**\$756,000**

### **AFT Mississippi**

AFT Mississippi used solidarity funds to communicate with members statewide on the importance of making their voices heard through the vote. AFT Mississippi also created a video to share with a community group on its Facebook page on getting out to vote safely. It partnered with the state AFL-CIO and the A. Philip Randolph Institute's state and local chapters on get-out-the-vote activity and to hold voter registration and education sessions around the state. AFT Mississippi lobbied the state Legislature for a teacher pay raise beyond the normal \$1,000 given for the past several years. Teachers will receive a \$5,100 pay increase, and assistants will receive a \$2,000 pay increase, beginning in the 2022-23 school year.

**\$2,378.18**

### **AFT Missouri**

The Solidarity Fund provided AFT Missouri with the means to maintain an excellent legislative lobbying team, which sent mailings to members during primary and congressional races, conducted phone banking and made contributions to its largest coalition of partners, the Missouri Education Roundtable and the Unity Table. Missouri has continually tried to pass legislation to fund charter schools and vouchers, promote public school closings and change the law regarding voting rights. Without solidarity funds, AFT Missouri would have not been so successful in having representation to oppose many pieces of harmful legislation.

**\$60,343**

### **Montana Federation of Public Employees**

MFPE engaged in numerous political accountability, independent expenditure and ballot measure efforts during the time period specified. Specifi-

cally, we supported positive political accountability advertisements for the Democratic governor and lieutenant governor, who helped ensure Montana remained safe during the COVID-19 pandemic, and promoted the common-sense measures they took in office on behalf of schools.

MFPE conducted a hard-fought but unsuccessful campaign to defeat ballot measure LR-130 that undermined the ability of schools and local governments to limit firearms in or on public properties. We also conducted independent expenditure campaigns for MFPE-endorsed candidates at the statewide level, including Republican legislators, and candidates for municipal elections in Helena and Billings.

Additionally, MFPE used solidarity funds to support members, candidates and measures at the local and municipal level, including securing the passage of a public safety levy in Billings; defeating an effort to qualify and pass CI-121, a property tax cap measure that would severely impact funding capacity for public schools and local governments in Montana; supporting school levy efforts in several Montana communities, including Kalispell, Great Falls and Billings; and supporting candidates for school trustee elections in several Montana communities, including Kalispell, Great Falls, Missoula, Billings, Bozeman, Helena and Butte, winning 20 of 24 races in 2021 and 2022.

**\$127,381.48**

### **AFT-New Hampshire**

AFT-NH took an active role in advocating on behalf of pro-public education candidates endorsed in 2020, particularly U.S. Reps. Chris Pappas and Annie Kuster, Sen. Jeanne Shaheen and President Joe Biden, and also in communicating with members about supporting pro-union, pro-public education candidates for governor, the Executive Council, and the state House and Senate. While AFT-New Hampshire efforts help produce a narrowly divided state House and Senate, it wasn't enough to overcome a popular governor with name recognition and win back the corner office for a pro-public education candidate.

Faced with a governor and a slim majority of members in the state House and Senate who are supporters of school choice, AFT-NH decided in late 2020 to use solidarity funds to retain a government relations consultant to assist us with our State House program, including tracking legislation and facilitating communication between legislative and union-elected officials to help engage our members on legislative issues and to build relationships with other like-minded community organizations.

In the past two years, AFT-NH has fought

against school vouchers of both state and local funding; bans on teaching “divisive concepts”; teacher loyalty bills; attempts to slash the public school curriculum to reading, math, science and social studies; strict, per-pupil spending caps on school budgets; and a “Don’t Say Gay” bill. AFT New Hampshire is starting to build deeper community connections looking toward the 2022 election in the hopes of taking back the NH House.

**\$44,800**

### **AFT New Jersey**

AFT New Jersey used solidarity funds in the following areas: coalition building, community/labor, political and legislative organizing, and fighting for workers’ benefits and rights. Such efforts include a biennial member legislative conference; establishing campaign financial transparency, accountability and oversight (TAO) for higher education; supporting the William Paterson University local in the fight against multiyear layoffs; and providing locals support in contract negotiations, rallies for social and economic justice, and events supporting students on college campuses. Recently, we 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.

AFT New Jersey used solidarity funds to strengthen our relationships within education, community and organizational coalitions statewide; to support and engage in labor-to-labor coalitions, such as the Education Law Center project; to promote Women in Leadership Development; to support union workers out of work due to strikes or layoffs; and to support issues identified by the Public Employee Coalition. AFT NJ also used solidarity funds to work closely with the state AFL-CIO and strengthen the labor movement statewide, including an initiative to expand the scope of bargaining and to eliminate language that would allow management (state and municipal) to impose a contract, and we have supported the NJ AFL-CIO Labor Candidates School and central labor council programs.

Through political efforts, AFT NJ has continued to ensure that the AFT’s voice is included on various committees and task forces, including on pandemic issues, campus sexual assault, social and emotional supports for preK-12, health benefits and health/safety in our schools. AFT NJ supported locals that were involved in various marches and rallies, including on women’s rights, gun safety regulation, social justice, climate change, immigration, job

security and other social issues. Funds were also used for funding programs related to membership education, such as a biannual legislative conference where members get an opportunity to hear from and interact with members in federal and state legislative bodies.

**\$147,684.78**

### **Health Professionals and Allied Employees (New Jersey)**

Funds were used to engage our members around legislative health and safety protections for frontline healthcare workers related to the COVID-19 pandemic. Our efforts included mobilization around Workers’ Memorial Day and public outreach activities around our local unions’ demands for pandemic protections as part of their contract campaigns. Our advocacy helped lead to the passage of legislation to require healthcare facilities to disclose rates of COVID-19 among their workers and legislation to make it easier for healthcare workers who contracted COVID-19 on the job to qualify for workers’ compensation.

HPAE provided support to the NJ AFL-CIO’s get-out-the-vote efforts on behalf of labor-endorsed candidates. HPAA continues to work with our community ally, New Jersey Citizen Action, on a wide range of healthcare legislative issues, including fights to expand paid family leave; for the Build Back Better plan to generate revenue for healthcare and other services; for prescription drug affordability and pricing transparency; and by helping to pass a series of bills to expand access to health coverage. Currently, HPAA is surveying members and healthcare workers around staffing issues to support legislative advocacy around the nurse and healthcare staffing crisis.

**\$114,034.42**

### **AFT New Mexico**

AFT New Mexico has utilized solidarity funds to complement the values-based work of the union, including a successful public-facing educational campaign around the crisis in vacancies in the profession of education, which coincided with the recent New Mexico legislative session. Our work focused on educating the public around staffing, specifically efforts to respect, recruit and retain New Mexico educational professionals. This was accomplished through public-facing media and direct lobbying efforts.

AFT New Mexico is currently utilizing solidarity funds to support an upcoming 2022 ballot initiative that seeks to change the New Mexico Constitution to disburse additional funding from the state’s School Permanent Fund to

benefit universal early childhood education and educator salaries in K-12 school settings. Additionally, AFT NM used solidarity funds to strengthen existing partnerships with state partners representing the LGBTQIA+ community and New Mexico’s immigrant communities. Solidarity funds have enabled AFT New Mexico to support organizations led by people of color and women, shared legislative efforts and community groups representing many of the families we serve through the public schools.

Solidarity funds have allowed AFT NM to further integrate into our communities and expand our areas of reach into efforts to improve access and participation in our democracy, support expanded human rights for New Mexicans, and support our members and communities impacted by the ongoing COVID-19 pandemic and wildfires in Northern New Mexico.

**\$73,328**

### **New York State United Teachers**

New York State United Teachers used a large portion of our solidarity funds to launch a member engagement campaign around member organizing and our 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; candidate interviewing and political analysis for endorsements; leadership and retiree political action trainings; and many statewide community forums. RPOs also coordinated parts of the very successful Public Schools Unite Us campaign. 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.

**\$3,605,903**

### **Public Employees Federation (New York)**

The Solidarity Fund was used to support members through political, legislative and community engagements. Highlights of this activity include COVID-19 relief efforts. Through the fund, PEF made significant investments in PPE to make sure members were safe. This included visiting member sites to hand out PPE and informing members on legislative updates and vaccination mandates.

PEF used solidarity funds to help protect members by fighting for sensible COVID-19 policies from the state government, including a statewide grass-roots program to educate members on vaccine policies and ensuring due process rights. We had the ability to listen to

our members' concerns and then strengthen our membership bonds throughout the state.

PEF also conducted a statewide Fund Our Future campaign that focused on building a coalition of union and community leaders committed to making the case for reshaping government in our public interest. New York State Fund Our Future is a multiyear initiative dedicated to promoting the powerful role the public sector plays in society. The campaign will include member mobilization, training and forceful actions and events. It will be integrated into legislative, contract, health and safety, and labor-management advocacy. The positive results that occurred have already been seen in the 2022-23 state budget, which utilized many portions of our Fund Our Future literature.

Solidarity funds also provided resources for legal assistance, conference attendance and participation to conduct one-on-one conversations to build support for the Fund Our Future campaign, and a weeklong membership organizing blitz training and program resulting in thousands of member home visits and worksite meetings.

We used solidarity funds in the fight for racial justice and to strengthen the voice of our membership and support of the community through political, legislative and issue mobilization around COVID-19 issues, where PEF provided hotel rooms to members in the healthcare profession to minimize danger to their families, as well as PPE, including N95 masks. We also conducted virtual meetings to answer questions from members. Solidarity funds were also used in our Union Strong campaign, for union contract fight-back support, for member engagement efforts and for the budget fight-back campaign to help ensure funding for critical public services.

**\$403,538.79**

### **North Dakota United**

North Dakota United used solidarity funds for critical electoral, legislative and member engagement needs. In particular, the funds were crucial to defeating three voucher schemes and protecting members' retirement security. Solidarity funds were also 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.

**\$290,271.20**

### **Ohio Federation of Teachers**

OFT used solidarity funds to support a worker's agenda by supporting organizations that do electoral work, research or mobilization efforts. 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 National Coalition on Black Civic Engagement 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 and fighting against vouchers. In addition, OFT provided support to the Ohio Organizing Collaborative, which worked in coalition with us on getting a fair school funding formula.

**\$317,000**

### **Ohio Nurses Association**

The Ohio Nurses Association used solidarity funds to contract lobbying services. Legislative priorities have included lobbying for passage of legislation that would prohibit mandatory overtime for nurses, address workplace violence in healthcare settings and provide hazard pay for healthcare workers during the pandemic. Government Advantage Group also worked with ONA's Health Policy Council in establishing an endorsement process and robust member political engagement program.

**\$60,000**

### **AFT-Oklahoma**

AFT-Oklahoma made contributions to three school board races in Oklahoma City Public Schools and Tulsa Public Schools, and two of the candidates were elected. In one of the Oklahoma City school board races, which was heavily contested, AFT-Oklahoma helped reelect the chairperson of the board. In addition, AFT-Oklahoma helped reelect two AFT members to the House of Representatives and helped elect both Democratic and Republican teachers to the Oklahoma House of Representatives and Senate. Funds were used to donate to 32 candidates, and 26 of those candidates were elected or reelected.

**\$30,750**

### **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 16 candidates OFNHP supported won their elections. OFNHP has supported several initiatives, including universal healthcare for all Oregonians and universal pre-K for all children. OFNHP has also started writing a bill for paycheck protection.

**\$65,000**

### **Oregon Nurses Association**

Solidarity funds enabled ONA to support the Oregon Labor Candidate School—of which ONA is a founding member—to identify and train members of the labor movement to run for political office.

Funds were also used for ONA's involvement in the Oregon Health Forum, which provides a high-profile public platform for healthcare leaders, consumers, policymakers and staff unions to collectively address emergent health policy issues, mental health funding, access to critical mental health services, racial health disparities (ONA was a key supporter of Oregon's innovative HB 4052, Treating Racism as a Public Health Crisis, which was passed during the 2022 legislative session) and explorations of the future of Oregon's healthcare workforce.

Solidarity funds also supported ONA access to practical advocacy mechanisms such as Oregon's Voter Activation Network and the ONA Staffing Policy Assembly, a member-led and driven group that focuses on safe staffing issues and guides ONA's thinking about how we can use legislation to improve staffing at hospitals and other care settings statewide.

Finally, solidarity funds enabled ONA to partner and collaborate with a wide range of social justice and health equity advocacy organizations, such as Portland Jobs with Justice, Basic Rights Oregon, the Health Care for All statewide workgroup, the Oregon AFL-CIO and others. These partnerships facilitated significant legislative successes for ONA, including passage of the Emergency Health Relief bill that distributes air conditioners and the installation of heat pumps for Oregon's most vulnerable residents; the Farmworker Overtime Pay bill, which ensures farmworkers receive overtime pay as other workers do; and our signature-supported legislation HB 4003, the Nursing Workforce Omnibus Bill, which will

expand programs supporting nurses' mental health and wellness, create a nurse internship license to augment the workforce and offer practical experiences for nursing students, extend emergency licensure of nurses for an additional 90 days following the end of the public health emergency declaration, and look at other innovative long-term solutions.

**\$134,888**

### **Oregon School Employees Association**

OSEA used solidarity funds to help elect pro-education, pro-worker candidates at various levels, from local school boards (winning 13 out of 16 endorsed races) to legislative races and competitive statewide races. OSEA had success supporting local bond measure campaigns in our members' districts and opposing statewide ballot measures that would hurt public education or our members' well-being. Due to the impact of the coronavirus pandemic, a greater proportion of solidarity funds was used for direct contributions in this cycle, as direct member programs became progressively more challenging. OSEA's impact on campaigns has meant many wins at the local and state levels, including a major win for labor's candidate in the 2020 secretary of state race, an unapologetic labor champion soundly defeating an anti-public employee state senator. Preventing several attempts at school board takeovers by right-wing candidates and almost maintaining super-majorities in the Oregon Legislature meant that amid the frustrations of 2021, OSEA was well-positioned to win relief from some retirement benefit cuts that legislators enacted in 2019 as well as exempting additional workers from the unfair "reasonable assurance" test for unemployment benefit eligibility.

**\$141,650**

### **AFT-Oregon**

AFT-Oregon used solidarity funds to help elect progressive candidates at the state and local levels, winning Democratic majorities in the state House and Senate, maintaining the trifecta of progressive leadership in Oregon. The big win for labor was the state labor commissioner reelection, a friend of labor and working families. In all, the Legislature included 13 people of color for the 2021 session. AFT-Oregon contributed 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. In the 2021 session, AFT-Oregon's longtime legislative agenda of part-time faculty healthcare was passed by a partisan vote as their stories reached across

the aisle. Also passing was Public Service Loan Forgiveness language. Both bills got improved language in the 2022 short session. In coordination with other state affiliates in Oregon, the AFT Council of Oregon Affiliates conducted the first-ever Congressional Districts Candidates Forum held at the state Capitol.

**\$137,000**

### **AFT Pennsylvania**

AFT Pennsylvania used solidarity funds for significant electoral programs directed at members during campaigns. Because our fate as a union, especially in public education, is tied to control of the Pennsylvania General Assembly, we used the 2020 presidential election to mobilize members across the commonwealth to vote for pro-public education candidates all the way down the ballot in 28 legislative elections.

Our tiered direct mail program was based on three main criteria: First, the strength of a candidate's commitment to public education and organized labor. Second, whether the race was a targeted race. Third, the impact we could make on a race with the number of members we had in the district.

It was important to stress to our members that they could and should vote by mail in the 2020 presidential election to stay safe from COVID-19. We sent two pieces of mail to every AFT Pennsylvania household in the commonwealth educating them on how to vote by mail, highlighting our endorsement of the Biden-Harris ticket, and reminding them to return their mail-in ballot on time.

In 2021, we also used funds to support a local leader running for municipal office and for membership engagement events in places where we are attempting to grow our membership.

**\$610,446.78**

### **Rhode Island Federation of Teachers and Health Professionals**

The Rhode Island Federation of Teachers and Health Professionals used solidarity funds with the goal of engaging community, strengthening labor partnerships, improving our internal and external organizing, and reopening schools while renewing our educational agenda as we emerged from the pandemic.

Activities included partnering with the Providence and Central Falls districts, along with their food service providers, to distribute books to families who were receiving school lunches at drive-up sites during the lockdown; purchasing PPE to keep our staff and members safe, particularly our healthcare workers; and funding a joint AFT and National Education Association parent

and teacher survey, which provided valuable information regarding parents' views on safely reopening schools for in-person learning.

Solidarity funds were used for member outreach to promote several initiatives that were priorities for a coalition of labor, education, environmental and civic organizations, including the "Yes on RI" campaign to generate voter support for a comprehensive package of bond referendums; the Revenue for RI campaign to generate additional tax revenue to fund education and social programs by raising the income tax rate by 3 percent on any earners making over \$475,000; and several back-to-school events designed to support our schools with enrichment activities for students, book fairs, arts and crafts, food, music and vaccination clinics. It was a great opportunity to engage with our community partners, including Black Lives Matter, the Department of Health and our community school partners.

Finally, the RIFTHP used solidarity funds to support various programs, locals and allies, including "Labor Vision," Rhode Island's only television program dedicated to labor, and the "Smith Hill Report," a compilation of the previous legislative session that is sent to our members as well as legislators and civic leaders. With a coalition of unions that represent healthcare providers, we worked with a consultant to help us negotiate the effects of a potential merger of the state's two largest hospital groups. And we continued to support our locals' efforts on membership recruitment initiatives in an ongoing response to the *Janus* decision.

**\$115,892**

### **Texas AFT**

Texas AFT faces unprecedented voucher and charter school threats to public education funding, which we are meeting headlong with solidarity funds through our statewide respect campaign. Our goal is to increase member engagement and expand opportunities for new organizing by galvanizing educators around a renewed respect for their profession and for their paychecks. Solidarity programs support member-to-member political work at the school board and state House level, which will yield to coalition-based legislative work to turn political victories in 2022 into protecting public education legislative victories in 2023. Texas AFT has seen real value in using solidarity funds to expand our political organizer program, which we use to deepen relationships among activists across the state in pursuit of local political goals and our statewide legislative agenda.

**\$398,578.49**

## **AFT Vermont**

AFT Vermont used solidarity funds to engage members and legislators around our legislative platform. More than 30 percent of members engaged in supporting one or more pieces of our platform through emailing, calling or meeting with their legislators.

The Vermont Senate passed a bill that would have added one faculty/staff trustee elected by their colleagues to each of the University of Vermont and the Vermont State Colleges System boards of trustees, but the bill died in conference committee. AFT Vermont was successful in winning significant increases in base funding for the VSCS and UVM and for additional funds to attract and retain healthcare professionals and nursing faculty.

**\$88,190**

## **AFT Washington**

AFT Washington used 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. These allies include the Win/Win Action Network, the Budget and Policy Center, Equity in Education, the Racial Equity Team, Race and the Labor Movement, Washington Community Action Network, the Asian Pacific American Labor Alliance, Fuse Washington, Pride at Work, the Washington Bus, Amplify, the Economic Opportunity Institute, the Labor Council for Latin American Advancement, Puget Sound Advocates for Retirement Action and the Washington State Labor Council's Labor Neighbor program.

**\$116,254.51**

## **Washington State Nurses Association**

WSNA used state solidarity funds in support of a legislative campaign to pass safe staffing ratios in the Washington state Legislature. WSNA was successful in securing passage of the legislation in the House of Representatives as well as the Senate policy committee before stalling in the Senate Ways and Means Committee. The

solidarity funds allowed WSNA to participate in a multi-union and community coalition to pass the legislation. The funds helped support the cost of member and public polling as well as hiring a campaign manager and communications consultant. Solidarity funds supported member communications and the field mobilization of members throughout the legislative process.

**\$63,490**

## **AFT-Wisconsin**

AFT-Wisconsin used 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, the South Central Federation of Labor, student debt clinics, the 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. We used the funds to support our political program, including in the gubernatorial and state Supreme Court elections, and even in school board and county board races. Funds were important to efforts to work 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, a minimum wage increase, voter suppression laws, community issues and the privatization of public schools and services.

Solidarity funds were also used for independent expenditures and paid digital ads to expand our reach on social media, targeted at members and potential members and strategically placed to help advance our issues and better engage membership and the community. We used digital content to help ensure our accountability efforts were targeting key legislative districts, and we used digital ads to promote programming such as student loan debt clinics.

**\$30,074.79**

## **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 programs to increase GOTV efforts to elect candidates at the local and state levels who are friendly to working families. WFNHP continued our partnership with Citizen Action of Wisconsin's "Healthcare for All" Organizing Cooperative that unites patients,

nurses, doctors, healthcare professionals and businesses not only to protect and improve access to quality, affordable healthcare for all, but also to transform our healthcare system.

WFNHP also worked with a coalition of unions representing workers at Ascension hospitals on a community-facing portion of a campaign to build leverage within Ascension to advocate for our members as we all prepared to bargain. The campaign demonstrated solidarity across state lines and broadened our message as we fought to improve pay and working conditions for our membership throughout COVID-19. WFNHP was successful in bargaining significant raises averaging 6.38 percent and up to 17 percent, the creation of wage equity language, improved staffing language, bonuses, severance pay, parental leave, expanded anti-discrimination language to include gender identity and much more.

Additionally, WFNHP used solidarity funds to support pro-worker allies in the religious community, in the progressive community and in civil, women's and immigrants' rights organizations.

**\$5,466.63**

## **AFT-West Virginia**

AFT-WV utilized a portion of the solidarity grant to prepare and protect our teachers during the pandemic by supplying them with PPE masks, sanitizers and other safety items.

Funds were also used to support legislative initiatives by assisting with planning labor caucus meetings with members of the Legislature, as well as supplementing and supporting our endorsed candidates. These funds, along with contributions from other labor groups, helped to defeat several anti-labor incumbent members and successfully fend off attacks by statewide anti-labor groups.

**\$142,799.33**

**Total Amount Disbursed from State Affiliate Solidarity Funds: \$14,315,005.51**

**BALANCE SHEET**

DECEMBER 31, 2021

Unaudited

<b>ASSETS</b>	<b>GENERAL FUND</b>	<b>MILITANCY/ DEFENSE FUND</b>	<b>BUILDING FUND</b>	<b>SOLIDARITY FUND*</b>	<b>POST- RETIREMENT BENEFITS FUND</b>	<b>TOTAL 12/31/2021</b>	<b>TOTAL 12/31/2020</b>
<b>CURRENT ASSETS</b>							
Cash (including short-term investments)	\$ 52,801,353	\$ 2,724,907	\$ 3,440	\$ 28,201	\$ —	\$ 55,557,901	\$ 41,204,843
Receivables							
Per capita taxes and fees from affiliates	34,470,323	254,795	109,344	—	—	34,834,462	37,123,151
Other	1,329,446	75,924	—	—	—	1,405,370	1,210,121
Prepaid expenses	980,857	596,920	—	—	—	1,577,777	1,334,134
<b>TOTAL CURRENT ASSETS</b>	<b>89,581,979</b>	<b>3,652,546</b>	<b>112,784</b>	<b>28,201</b>	<b>—</b>	<b>93,375,510</b>	<b>80,872,249</b>
<b>OTHER ASSETS</b>							
Furniture, equipment and leasehold improvements at cost (less accumulated depreciation and amortization of \$16,805,952)	4,171,867	—	—	—	—	4,171,867	4,535,569
Loans to affiliates (less allowance for doubtful collections of \$1,603,239)	4,279,290	—	—	—	—	4,279,290	5,106,916
Investments	15,599,114	12,666,559	—	—	—	28,265,673	32,616,716
Investment in limited partnership	—	—	15,359,195	—	—	15,359,195	15,418,270
Due (to)/from other funds	(19,037,389)	(9,680,324)	8,094,741	20,622,972	—	—	—
<b>TOTAL OTHER ASSETS</b>	<b>5,012,882</b>	<b>2,986,235</b>	<b>23,453,936</b>	<b>20,622,972</b>	<b>—</b>	<b>52,076,025</b>	<b>57,677,471</b>
<b>TOTAL ASSETS</b>	<b>\$ 94,594,861</b>	<b>\$ 6,638,781</b>	<b>\$ 23,566,720</b>	<b>\$ 20,651,173</b>	<b>\$ —</b>	<b>\$ 145,451,535</b>	<b>\$ 138,549,720</b>

**LIABILITIES AND FUND BALANCES**

<b>CURRENT LIABILITIES</b>							
Accounts payable	\$ 8,808,088	\$ 7,228,124	\$ —	\$ —	\$ —	\$ 16,036,212	\$ 22,208,349
Line of credit	—	—	—	—	—	—	(6,292)
Affiliated dues payable	1,315,815	—	—	—	—	1,315,815	1,929,009
Post-retirement—Health and life current	—	—	—	—	691,750	691,750	708,739
Post-retirement—Accrued officer defined-benefit current	—	—	—	—	923,612	923,612	906,961
State collections and rebates payable	1,819,146	—	—	—	—	1,819,146	2,714,703
Assistance payable to state and local federations	1,418,705	—	—	—	—	1,418,705	5,500
Accrued other	402,151	1,000,000	3,399	—	—	1,405,550	3,298,743
Advance per capita taxes and fees	92,433	3,216	—	—	—	95,649	296,655
Deferred revenue	365,900	—	—	—	—	365,900	530,609
<b>TOTAL CURRENT LIABILITIES</b>	<b>14,222,238</b>	<b>8,231,340</b>	<b>3,399</b>	<b>—</b>	<b>1,615,362</b>	<b>24,072,339</b>	<b>32,592,976</b>
<b>OTHER LIABILITIES</b>							
Severance and vacation pay	12,484,049	—	—	—	—	12,484,049	13,130,121
Post-retirement—Accrued medical and life insurance	—	—	—	—	24,498,935	24,498,935	24,560,963
Post-retirement—Accrued officer defined-benefit plan	—	—	—	—	12,732,632	12,732,632	13,908,912
<b>TOTAL OTHER LIABILITIES</b>	<b>12,484,049</b>	<b>—</b>	<b>—</b>	<b>—</b>	<b>37,231,567</b>	<b>49,715,616</b>	<b>51,599,996</b>
<b>FUND BALANCES</b>							
Current year change in fund balance	6,697,680	(1,507,874)	471,891	3,765,933	—	9,427,630	3,514,284
Prior year fund balance	61,190,894	(84,685)	23,091,430	16,885,240	(38,846,929)	62,235,950	50,842,464
<b>TOTAL FUND BALANCE</b>	<b>67,888,574</b>	<b>(1,592,559)</b>	<b>23,563,321</b>	<b>20,651,173</b>	<b>(38,846,929)</b>	<b>71,663,580</b>	<b>54,356,748</b>
<b>TOTAL LIABILITIES AND FUND BALANCES</b>	<b>\$ 94,594,861</b>	<b>\$ 6,638,781</b>	<b>\$ 23,566,720</b>	<b>\$ 20,651,173</b>	<b>\$ —</b>	<b>\$ 145,451,535</b>	<b>\$ 138,549,720</b>

\*Solidarity Fund reports on cash basis

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

	Six Months Unaudited Dec. 31, 2021	Program Budget 2021–2022
<b>GENERAL FUND</b>		
<b>INCOME</b>		
Per capita dues	\$ 84,230,883	\$ 172,227,100
State AFL-CIO collections	639,792	1,340,000
Subscriptions, advertising and literature	110	1,000
Associate membership	903,608	2,281,000
Program administration	377,600	664,000
Member Benefit Trust/Union Privilege	—	174,000
Grants and related company reimbursements	726,871	1,512,447
Investments and other miscellaneous income	251,500	759,000
<b>TOTAL INCOME</b>	<b>\$ 87,130,364</b>	<b>\$ 178,958,547</b>
<b>EXPENSES</b>		
Administrative expenses	\$ 40,748,516	\$ 83,825,502
Affiliations, fund allocations, rebates, etc.	18,631,299	39,032,661
Communications	1,219,231	2,353,860
Constituencies, Innovation Fund and Shanker Institute	1,086,085	4,641,167
Funding our priorities	6,352,005	20,925,000
Governance and operations	809,134	1,555,819
International and human rights	499,246	1,191,761
Legislation, politics and advocacy	4,620,761	6,359,150
Mobilization and organizing	6,407,238	23,705,868
Research and strategic initiatives	59,168	367,759
<b>TOTAL EXPENSES</b>	<b>\$ 80,432,683</b>	<b>\$ 183,958,547</b>
<b>NET EXCESS/(DEFICIT) OF INCOME OVER EXPENSES</b>	<b>\$ 6,697,681</b>	<b>\$ (5,000,000)</b>

**Audited  
June 30, 2021**

<b>GENERAL FUND</b>		
<b>INCOME</b>		
Per capita dues	\$ 171,023,323	
State AFL-CIO collections	2,029,185	
Subscriptions, advertising and literature	850	
Associate membership	2,391,751	
Program administration	962,319	
Member Benefit Trust/Union Privilege	172,492	
Grants and related company reimbursements	1,372,038	
Investments and other miscellaneous income	2,787,527	
<b>TOTAL INCOME</b>	<b>\$ 180,739,485</b>	
<b>EXPENSES</b>		
Administrative expenses	\$ 76,309,414	
Affiliations, fund allocations, rebates, etc.	40,331,205	
Communications	2,319,094	
Constituencies, Innovation Fund and Shanker Institute	3,219,059	
Fund our priorities	12,885,438	
Governance and operations	6,894,075	
International and human rights	180,802	
Legislation, politics and advocacy	9,748,521	
Mobilization and organizing	12,622,811	
Research and strategic initiatives	37,481	
<b>TOTAL EXPENSES</b>	<b>\$ 164,547,900</b>	
<b>NET EXCESS OF INCOME OVER EXPENSES</b>	<b>\$ 16,191,585</b>	

	Unaudited Dec. 31, 2021	Audited June 30, 2021
<b>MILITANCY/DEFENSE FUND</b>		
<b>INCOME</b>		
Per capita	\$ 4,085,941	\$ 6,824,916
Locals insurance	736,550	1,587,607
Investment revenue and market adjustment	69,313	1,622,147
Contributions	—	2,400,000
Other	15,520	31,986
<b>TOTAL INCOME</b>	<b>\$ 4,907,324</b>	<b>\$ 12,466,656</b>
<b>EXPENSES</b>		
Professional fees	\$ 5,295,236	\$ 9,241,047
Locals insurance	1,102,617	2,313,202
Other	17,345	46,750
<b>TOTAL EXPENSES</b>	<b>\$ 6,415,198</b>	<b>\$ 11,600,999</b>
<b>NET (DEFICIT)/EXCESS OF INCOME OVER EXPENSES</b>	<b>\$ (1,507,874)</b>	<b>\$ 865,657</b>

**Unaudited  
Dec. 31, 2021**      **Audited  
June 30, 2021**

<b>SOLIDARITY FUND</b>		
<b>INCOME</b>		
Per capita	\$ 12,741,996	\$ 25,500,190
<b>TOTAL INCOME</b>	<b>\$ 12,741,996</b>	<b>\$ 25,500,190</b>
<b>EXPENSES</b>		
Grants to State Solidarity funds	\$ 4,594,146	\$ 9,456,406
Ballot initiatives and campaign expenses	745,941	8,187,699
527 Solidarity Fund	3,635,976	14,194,685
<b>TOTAL EXPENSES</b>	<b>\$ 8,976,063</b>	<b>\$ 31,838,790</b>
<b>NET EXCESS/(DEFICIT) OF INCOME OVER EXPENSES</b>	<b>\$ 3,765,933</b>	<b>\$ (6,338,600)</b>

**Unaudited  
Dec. 31, 2021**      **Audited  
June 30, 2021**

<b>BUILDING FUND</b>		
<b>INCOME</b>		
Per capita	\$ 471,891	\$ 980,492
Rent	—	—
Equity in income of limited partnership	—	—
<b>TOTAL INCOME</b>	<b>\$ 471,891</b>	<b>\$ 980,492</b>
<b>EXPENSES</b>		
Rent and operating expenses	\$ —	\$ —
Other	—	—
<b>TOTAL EXPENSES</b>	<b>\$ —</b>	<b>\$ —</b>
<b>NET EXCESS OF INCOME OVER EXPENSES</b>	<b>\$ 471,891</b>	<b>\$ 980,492</b>



*A Union of Professionals*

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