



Education | Healthcare | Public Services

REAL SOLUTIONS FOR A BETTER LIFE

State of the Union 2022–24





Education
Healthcare
Public Services



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PRESIDENT



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OUR MISSION

The **AFT** 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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FIGHTING FOR A BETTER LIFE FOR ALL

For Us, Our Students, Our Patients and Our Communities



Our union has never been stronger, and a revival of labor activism is sweeping the nation. Wages are up, inflation has cooled, the Biden-Harris administration has created more jobs than any other in history, and America's economy is the strongest in the world—powered by America's workers.

Yet...

A deep level of fear, anxiety and even despair has taken hold across our country, driven by lightning-fast technological changes, loneliness, shifting demographics, disinformation and a pervasive feeling that the American dream is slipping further and further out of reach.

Billionaires and demagogues are capitalizing on this fear to stoke division, defund public education and public services, decimate healthcare and dismantle our democracy—all to cement their power.

But we're still standing. In fact, we're thriving.

The AFT had 1.4 million members when I became president in 2008. Today, the AFT is 1.8 million members strong!

Who are the newest members of the AFT? Four airport ground crew workers in Bangor, Maine—and 450 undergraduate teaching assistants at Brown University. Nine licensed practical nurses at PeaceHealth in Oregon—and 910 diagnostic imaging techs in Michigan. Bus drivers in Farmington, Ill.—and faculty and staff at the University of Kansas. Faculty at California College of the Arts—and staff at Community Charter School of Cambridge in Massachusetts. Paraprofessionals in Bemidji, Minn.—and healthcare workers at Planned Parenthood of Wisconsin. And tens of thousands more people who now have greater opportunities through our union, including just last month—after a 50-year fight—more than 27,000 educators and school staff in Fairfax County, Va.

Why do they join the AFT? Because the AFT is the home of the people who make a difference in other people's lives. Because they know that together we can accomplish things that are impossible on our own.

America's middle class has risen and fallen as membership in

unions has risen and fallen. That's why we are working so hard to bring the benefits of union membership to more people. Imagine what will be possible when we build back union density. As you'll see in this report, unions help win better wages and benefits. Unions give us real voice at work.

We are bound together by the belief that *a better life for all is possible*.

In the AFT, one of the ways we create a better life for our members, families and communities is through our campaigns.

Remember during COVID-19, when the country rightly celebrated healthcare workers as heroes, but many healthcare corporations betrayed them by failing to protect the safety and health of nurses, technicians, doctors and other health professionals. Through our Code Red campaign, we're fighting for safe staffing laws, with real penalties for noncompliance, to improve patient care and combat burnout, moral injury and violence against healthcare workers. We're targeting private equity conglomerates that buy up healthcare companies and hospitals and bleed them dry without regard for patients or clinicians.

Paraprofessionals and support staff provide crucial services in our schools and colleges. They fix it, clean it, drive it, teach it, cook it, type it. That's why we're calling for Congress to pass a Bill of Rights for support staff in schools and colleges. Too often, these 3 million essential personnel are denied a living wage, access to affordable healthcare, safe and healthy working conditions, paid family and medical leave, or meaningful professional development.

Public service employees keep our water drinkable, our highways plowed and our com-

munities safe. That's why we're combating the staffing crisis that is stretching public employees to the breaking point and endangering lives. In New York state, dire staff shortages have affected crucial services like the child abuse hotline. Corrections officers in Kansas have had to work mandatory double shifts for months on end. A new report from AFT Public Employees lays out research-based, real-world solutions to revitalize the public sector.

In higher education, we are fighting for vital investments, accessibility and affordability. And we're defending the right to free speech and academic freedom on campus. The Israel-Hamas war has tested these values, underscoring the need to defend academic freedom, free speech, activism and nonviolent protest on campus. Expression—including that with which one disagrees—must be protected for a democracy to thrive. We can fight hate *and* protect nonviolent speech.

For all children and working families, we're fighting:

- The predatory practices of social media companies, demanding that they protect children. Our report "Likes vs. Learning" outlines recommendations tech companies must use to keep kids safe.
- For sensible policies around artificial intelligence. AI can be a powerful tool, but there must be strong privacy, security and ethical safeguards, like the guardrails for schools laid out in a new AFT report.
- To make sure the federal government keeps its promises to deliver student debt relief to teachers, nurses and other public service workers across the country.



Under President Donald Trump and Education Secretary Betsy DeVos, 99 percent of public service workers who tried to get debt relief were rejected. The AFT sued DeVos and the student loan giant Navient for conspiring against borrowers. And we won! Thanks to the advocacy of the AFT and others, 942,000 public service workers have had \$68 billion in loan forgiveness. The AFT has conducted hundreds of student debt clinics helping almost 30,000 AFT members. Our members have saved an average of \$60,000. And we have an incredible partner in the Biden-Harris administration, which has forgiven \$167 billion in student debt for 4.75 million Americans.

Our K-12 campaign, Real Solutions for Kids and Communities, lifts up transformative strategies to help kids and strengthen public schools. Reading is the foundation for all other learning, so we're focusing on creating joyful and confident readers with our Reading Opens the World program. More than a decade ago, the AFT and First Book joined forces to give books to children who otherwise might not have their own. As others have banned books, AFT members have organized hundreds of community book giveaways. And this May, we hit an amazing milestone—donating our 10 millionth book.

Another one of our real solutions is expanding community schools to foster partnerships

between educators, students, families, community members and service providers. It's time to make these schools the norm, not the exception.

Experiential learning should also be standard in our schools—hands-on learning like debates, robotics, science fairs, service learning, student-led projects and career and technical education. The AFT has created pathways to college or good jobs right out of high school, including in healthcare and advanced manufacturing.

Our goal is to make every public school a school where families want to send their children, educators want to work and all students thrive.

That's always been our North Star, but today achieving that goal is crucial to countering the growing dangers of school privatization and—this is not hyperbole—to the survival of public education in America.

Why do billionaires and extremists want to destroy public education? It's about cementing their power and control. So they're going after educational opportunity—the ability of all children to get a good, free public education. They're going after economic opportunity—the right of working people to join unions, create a path to a better life and make society more equitable. They're going after equal opportunity—the freedom to thrive regardless of who you are. They're

going after opportunity at the ballot box—the sacred right to have your voice heard.

They see it as a zero-sum game. To maintain their power, they must limit others' power. So they remake the judiciary (enabling the Supreme Court to turn the president into a king), roll back freedoms, reduce taxes on the wealthy, rig democracy, wreck public education and restrict unions—because we stand in their way.

If Trump is elected, plans have already been drawn to further attack our freedoms, to weaponize the federal government against those Trump perceives as enemies and to carry out an authoritarian agenda. This is abhorrent, terrifying and un-American.

AFT members get it. They prefer President Joe Biden and Vice President Kamala Harris to Trump overwhelmingly—on public education, reproductive rights, healthcare, gun violence, the economy and immigration.

In this world of “alternative facts” and disinformation, lies and distortion are going to be center stage in this election. That means that trust is vital—and that makes your job even more important. Teachers, nurses, unions: We are trusted messengers, and because of it we bear a special responsibility.

Think of the stakes. The Republican nominee for president wanted to use his official powers to have Black Lives Matter protesters shot. He said the chairman of the Joint Chiefs of Staff should be executed. He has vowed to jail his political opponents if he is re-elected. And the Supreme Court has given him a blank check to do all of this.

This election is now a clear-cut choice between democracy and autocracy.

We need to vote like our lives depend on it, because they do. And we need to get others out, too. We have to have those one-on-one conversations. Knock on



doors. Write postcards. No one can do everything, but we all can do something.

This is the work of our union.

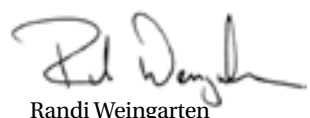
Imagine a country where you have the freedom to teach, in schools where you don't have to worry about gun violence or extreme heat and where kids can make real choices about affordable college or careers. Where nurses, doctors and other clinicians aren't just told they are heroes but are treated like the heroes they are with the staffing, resources and freedom to care for those they serve. And the same for bus drivers, educators and public employees. Where every person has a living wage and families don't have to worry about child care, paid leave or dignified retirement.

Imagine a country that lets freedom ring—the freedom to vote, the freedom for families to make reproductive choices, the freedom to read and the freedom to join a union.

Imagine a country where hate has no harbor.

These, my friends, are the stakes right now. And it starts with who we elect this November. Who we, you and me, and all 1.8 million of us in the AFT fight to elect in November.

In unity,


Randi Weingarten
AFT President



**We live and work in 50 states,
3 territories, Washington, D.C.,
and 4 countries overseas.**

*We're showing up and fighting for
better lives for all.*

THE VALUE OF BELONGING

“ WHY ORGANIZE WITH THE AFT? WHY BELONG TO THE AFT?”

The AFT is the home of the people who make a difference in other people's lives: 1.8 million educators and support personnel, healthcare workers and public employees fighting to improve the lives of our kids, our patients, our families and our communities. Fighting for real solutions that make everyone's lives better and showing up when it counts. Taking on the extremists who want to destroy public education, dismantle our democracy, defund public services, decimate healthcare

and demonize the vulnerable—and standing up to the privatizers who are more concerned about profits than people.

So if you want respect on the job, a voice in our democracy or simply better pay, then join us. If you want the respect and resources to do your chosen work in a safe and welcoming environment, if you want to be part of the fight for a better life for all, join the AFT. That's who we are—people dedicated to

the belief that everyone in America deserves the freedom to thrive, fueled by opportunity, justice and a voice in our democracy.

We've got your back. We see you. And we know that in this world of fear and division, the road to a better future is our unity and our work. Together, we can accomplish what is impossible alone.

—RANDI WEINGARTEN
AFT President



UNIONS ARE COOL

71% of Americans approve of labor unions (up from 64% before the pandemic).

UNIONS MAKE WORKPLACES SAFER

Anti-union legislation is associated with a 14% increase in occupational fatalities.



No. 1 for higher education

**WITH 400,000 HIGHER
ED MEMBERS,**

the AFT is the largest higher ed union in the country—representing **70% of all organized faculty!**

Union membership **increases wealth** and **narrows wealth gaps** across race and education level.



Collective Bargaining Training

2,000+ AFT leaders

600+ affiliates

1,000+ union
leaders and activists
trained by the AFT's
Union Leadership Institute



WE'RE THE FASTEST-GROWING HEALTHCARE UNION IN THE NATION



80+ new healthcare units, including **doctors, nurses** and **techs**, organized and joined the AFT since 2022.

20% of part-time instructors

are now unionized, with numbers growing. Thanks to the AFT, adjuncts are now eligible for **Public Service Loan Forgiveness.**





Education
Healthcare
Public Services

We are **1.8M** members strong
in **3,870** active union and
retiree affiliates.

Since July 2022, we have organized thousands of
members across **180+** new affiliates!

UNIONS HELP WORKERS' BOTTOM LINES

11.2% more: what union workers are paid on average vs. their nonunion counterparts.

Compared with nonunion households, median **wealth** of union households is **1.7 times greater**.

94% of workers covered by a union contract have access to employer-sponsored **health benefits**, vs. just 68% of nonunion workers.

93% of workers covered by a collective bargaining agreement have **paid sick days**, compared with 74% of nonunion workers.

Workplaces with collective bargaining agreements **counteract racial and gender-based pay disparities**.

41%: how much more likely union workers are to have employer-sponsored **retirement plans** than their nonunion counterparts.

Children who grow up in **union households**, on average, have **better economic outcomes** than similar children from nonunion households.



REAL SOLUTIONS FOR KIDS & COMMUNITIES

The AFT's Real Solutions for Kids and Communities campaign rejects attacks that undermine public education in favor of strengthening public schools and making real solutions for kids a national priority. We are addressing learning loss, loneliness and literacy through these transformative strategies to help children recover and thrive:

- Creating joyful and confident readers
- Expanding community schools
- Providing all children the opportunity to learn by doing
- Addressing children's mental health and well-being
- Fighting for investments schools need



CODE RED

Understaffing = Patient Care Crisis 

We're fighting for:

- Minimum staffing requirements
- Robust training and education infrastructures
- A safe environment, free of violence and hazards
- Stringent standards that prioritize patients and workers over profits



REAL SOLUTIONS FOR HIGHER EDUCATION

ACCESS, AFFORDABILITY & OPPORTUNITY

Through organizing, contract negotiations and legislative advocacy, our union will:

- Increase public funding for higher education
- Protect academic freedom and campus free speech
- End contingency by fighting for job security and equitable pay

PSRP BILL of RIGHTS

We're fighting for the Paraprofessionals and Education Support Staff Bill of Rights to win fair pay, job security and safe working conditions. Paraprofessionals and education support staff should have:

- Livable, competitive wages and access to high-quality, affordable healthcare
- Paid family and medical leave, and year-round job security
- Access to training, needed resources and a say in working conditions
- Safe and healthy workplaces



AFT Public
Employees



PUBLIC EMPLOYEES HELP US BUILD BETTER LIVES

Protect our water so it's clean and drinkable. Ensure safe neighborhoods. Build strong highways and bridges. Work in our parks and protect our natural resources for all to enjoy. Our public employees implement our laws!



10million
BOOKS

delivered in **12+ YEARS**
of AFT/First Book partnership

400+ events in 35 states as well as D.C.,
Puerto Rico and the U.S. Virgin Islands since 2022

175,000+ AFT members who serve Title I students and
families in need registered to get access to high-quality books,
educational resources and supplies

20,000 diverse and banned books
distributed through our Banned Books Tour in 2023 and our
Freedom Libraries in Florida

STUDENT DEBT RELIEF

942,000 public service workers have had
\$68 billion in debt forgiven due to the AFT's advocacy.
AFT members have saved an average of over **\$60,000**.

1,000+ AFT student debt clinics held nationwide



\$17 MILLION

Amount the AFT Innovation
Fund has awarded in
120+ grants

TEACHER LEADERS PROGRAM

40+ affiliates
2,400+ participants

Teachers are empowered in
policy discussions and recognized
as leaders within their schools,
union and community.



Powerful Partnerships Institute

The AFT's Powerful Partnerships Institute has granted
\$2.5 MILLION to 65 AFT affiliates to grow their
relationships with local organizations to build a better life for all.

AFT+ MEMBER BENEFITS:

The power of the union in every part of your life

Travel & Entertainment • Education & Learning Opportunities •
Finance & Legal Services • Staying Healthy • Discounts & Shopping •
Insurance • Mortgage & Home Services

HEALTH HUB

With information on everything
from mental health and gun
violence prevention to green
cleaning and occupational
stress, the Health Hub has
what you need to improve your
collective well-being.

AFT Occupational Safety and Health Program

Over **60,000**
training hours per year for members
and their students in AVERT, first aid/
CPR and more

Cultivating Community Schools

The AFT connects more than 80 local
affiliates across 26 states through
our Community Schools Network.
We have helped our affiliates
start and grow nearly **900**
community schools.

DEFENDING THE FREEDOM TO TEACH AND LEARN

To defend campus free speech and academic freedom, we:

- Passed a resolution that stands up to hate and bigotry.
- Provided resources on online harassment, doxxing and workplace action against members who speak out on controversial issues.
- Developed trainings on disrupting antisemitism and Islamophobia in the classroom and a free speech toolkit.



Professional
Learning

300+ locals involved
45,000+ members engaged
2,800+ trainers trained

FREE HELP FOR TRAUMA:

Free benefit for all active working AFT members to provide help and healing after facing personal or workplace trauma

TOGETHER WE RISE CITIZENSHIP PROGRAM

55+ community-based organizations reached over
1,589 individuals through citizenship info sessions and
helped 750 lawful permanent residents become U.S. citizens.

¡Colorín
colorado!



3.5M users

95M page views

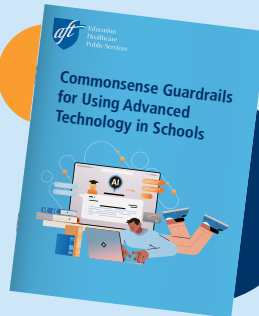
6,500 online resources and basic tips
in **16** different languages

AI

300+

Number of public service members who
have been trained to help local unions
prepare for public sector changes with
technology and artificial intelligence.

For guardrails on AI in the classroom, see
go.aft.org/ubz.



**READING
UNIVERSE**

All About Teaching Reading & Writing

The AFT has partnered with
ReadingUniverse.org, a free
website with strategies for teaching
reading and writing, in-classroom videos
and interviews with reading experts—all
rooted in the science of reading.

2.2M
members

134M
page
views

17M
downloads



420,000
resources

Social Media Wellness Check

AFT members receive **25 percent savings**
on LifeBrand so they can quickly review and, if
desired, remove old social media posts.



YOUR VOICE IS HEARD!

1,000+ MEMBERS who ran for or held office

300,000 MEMBERS engaged in the last
presidential election; **73%** of AFT members say it's important our
union is engaged in political action

Turnout of registered voters in 2020
General public: 72% **AFT members: 92%**

Turnout of registered voters in 2022
General public: 52% **AFT members: 75%**

When we turn out, we win for our schools and communities:
80% of elections in Nov. 2023 were won by AFT-supported
candidates across the country vs. far-right candidates.

**We help make your voice
heard in your workplace,
in your state capital and in
Washington, D.C.**

- We help register voters.
- We help get out the vote.
- We cut through the noise and let members know where the
candidates stand on the issues that matter to our families.
- We bring candidates to our members to answer their questions.
- We make members' voices heard in statehouses, in the
White House and on Capitol Hill.



#AFTvotes • AFTvotes.org

UNION YES!

The **Florida Education Association** is standing strong after the governor attempted to dismantle the union by taking away payroll deduction and requiring unions to recertify if more than 40 percent of those eligible to join don't pay dues. FEA quickly recaptured 80 percent of its previous membership and achieved bargaining gains throughout the state. For example, the Orange County Classroom Teachers Association secured 9.7 percent salary increases.

United Michigan Medicine Allied Professionals has added more than 1,900 members in recent months and now represents more than 3,700 healthcare workers



across the University of Michigan Health System. The unionizing drive was spurred by the university taking benefits, including retirement and continuing education funds, from nonunionized workers. Now, these professionals are bargaining for better lives for themselves and better care for their patients.

University of Illinois Chicago United Faculty won a \$60,000 minimum salary and strong job protection for nontenure-track faculty, expanded nondiscrimination and anti-harassment policies, and more robust support for students with mental health issues.

Thousands of healthcare employees joined **AFT Vermont** in 2023, with many more on the way. Massive campaigns in a majority of the state's acute care hospitals have led to a burst of new union mem-

bers who are ready to join in the fight for a safer workplace and a dignified life. Safe staffing and a minimum wage of \$20 an hour are now the standards for the vast majority of healthcare providers.

The **Detroit Federation of Teachers** won its largest increases in over 30 years: 6 percent pay raises and one-time bonuses that range from \$2,000 to \$15,000.

After winning collective bargaining rights for state employees in 2020 and a historic first contract in 2021—with a \$15 minimum wage for all state jobs and increased on-call pay—**Colorado WINS** (Workers for Innovative and New Solutions) is negotiating what will be its biggest win yet: a step scale that rewards years of service in state jobs. Not surprisingly, the union is growing quickly and now has over 6,000 members.

AFT Virginia is increasing its power through a statewide political committee and locals' liaison that resulted in taking back the House of Delegates and retaining the Senate majority—and locals throughout southwest Virginia have increased membership by at least 20 percent. In addition, educators and staff in Fairfax—the ninth-largest





school district in the nation—voted overwhelmingly to join a merged AFT-NEA affiliate after the school board unanimously voted for a collective bargaining resolution.

The **Graduate Employees' Organization at the University of Michigan** achieved the largest salary increase in its history and made considerable progress on paid childbirth leave, improved transgender health services and COVID-19 accommodations.

After 30+ bargaining sessions and plans to strike, the **Association of University Registered Nurses at Oregon Health and Science University** secured historic wage increases—averaging 37 percent—plus workplace safety and safe staffing language.

After working with Texas AFT to beat back the worst parts of a 2023 tenure law, the **Texas AAUP**, the statewide advocacy chapter that's a joint affiliate of the AFT and the American Association of University Professors, voted to form a local union and join Texas AFT, radically changing its strategic approach and building power in the state.

A five-day strike by members of the **Oregon Federation of Nurses and Health Professionals** at PeaceHealth SW outside of Portland led to a record-setting new contract for 1,700 technical and service

workers with wage increases of 30 percent on average over four years and powerful staffing language.

University Council-AFT at the University of California system, settling just before 8 a.m. picket lines were set up, won such strong job stability for contingent faculty that its contract became a building block for **Rutgers AAUP-AFT** to successfully bargain for presumptive re-appointments for nontenured faculty.

The **Oregon Nurses Association** and **Oregon Federation of Nurses and Health Professionals** partnered to take the fight for safe staffing to the state Legislature. Together, they won the first law in U.S. history to establish specific nurse-to-patient ratios and powerful enforcement mechanisms, including fines for violations.

The **Dearborn Federation of Teachers** ratified a new contract with a 12 percent salary increase over 3 years, more care of family days at full pay, decreased commitments outside of contract hours,

and increased longevity bonuses of up to \$10,000 after 21 years.

The **Illinois Federation of Teachers** has also been aggressively organizing—its membership is now higher than it was before the *Janus* Supreme Court decision. Recent additions include the **United Faculty of Illinois State University**, which was the last unorganized higher ed faculty in the state, and 8 new PSRP units.

AFT Connecticut achieved a major healthcare staffing victory with a law that ensures bedside nurses have the majority vote on staffing committees and those committees will approve any staffing plans. In addition, the union picks the nurses on the committee in union hospitals. Likewise, the **Washington State Nurses Association** won safe staffing legislation that tightens regulatory control over staffing conditions and gives nurses new power to ensure safe staffing levels.



J. PHILIPPE ABRAHAM



SHELVY 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 while we work together to build a better life 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, in November 2023, the council unanimously passed a resolution calling for respecting intellectual and academic freedom and speech, and fighting the antisemitism, Islamophobia and other forms of hate recently witnessed on our campuses.

And, in January 2024, it unanimously passed a resolution calling for the end of the Israel-Hamas war through a negotiated bilateral cease-fire, including

the immediate provision of desperately needed humanitarian aid to Palestinian civilians in Gaza and the release of all hostages abducted by Hamas from Israel on Oct. 7. The resolution also promotes steps toward a two-state solution for Israeli and Palestinian self-determination and condemns all forms of antisemitism and Islamophobia, ensuring the United States remains a place where all people are safe to express dissent and that the conflict is not used as a pretext to undermine necessary efforts to increase diversity, promote equity and advance inclusion on our campuses.

Since the 2022 convention, the council has addressed a broad range of issues, from condemning anti-LGBTQIA+ policies, developing climate action and healthy building plans, and supporting healthcare workers and patients impacted by abortion bans, to organizing for the 2024 elections, cancelling student debt, making culturally responsive curriculum a school priority, and diversifying the educator pipeline.



JAMES C. DAVIS



STACY DAVIS GATES



DAVID HECKER



KARLA
HERNANDEZ-MATS



MICHAEL MULGREW



DR. IRENE MULVEY



DENISE SPECHT



WAYNE SPENCE



LARRY J. CARTER, JR.



KATHY A. CHAVEZ



DONNA M. CHIERA



JAIME CIFFONE



MELISSA CROPPER



AMANDA CURTIS



GLENEVA DUNHAM



FRANCIS J. FLYNN



JEFFERY M. FREITAS



DAVID GRAY



RON GROSS



ANTHONY M. HARMON



JAN HOCHADEL



JERRY T. JORDAN



FREDERICK E. KOWAL



TERRENCE MARTIN, SR.



KARA
McCORMICK-LYONS



DANIEL J. MONTGOMERY



SHARI OBRENSKI



ANDREW PALLOTTA



MELINDA PERSON



DONNA PHILLIPS, RN



JUAN RAMIREZ



ANDREW SPAR



ARTHUR G. STEINBERG



JESSICA J. TANG



ADAM URBANSKI



DEBBIE WHITE, RN



CARL WILLIAMS



SARAH WOFFORD

HOW THE COUNCIL WORKS

The AFT executive council meets periodically by AFT constitutional mandate to “deal with all of the affairs of the federation in the period between the conventions.” The council consists of the president, the secretary-treasurer, the executive vice president and 44 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

Our membership is the highest in our 108-year history: 1,801,959 (as of June 30, 2024). In the two years since our last convention, we've added 181 new units with 54,072 members. As an organizing union, we're fighting for a better life for all—and workers across the United States want to join our fight.



We stood strong during the pandemic, buying PPE for our healthcare members and showing how to reopen schools and colleges safely. Now, we're standing together during pandemic recovery, providing real solutions like student debt relief, safe staffing in healthcare, higher wages for paraprofessionals, desperately needed resources for public education, and more. The AFT is about fighting back and fighting forward—and that's why our membership is surging.

We're preK-12 educators addressing literacy, learning loss and loneliness with community schools, experiential learning and other innovations that ignite students' passion for learning. We're nurses (including school nurses), physicians, technicians and other healthcare professionals courageously caring for others, even with workplace violence increasing amid a nationwide staffing crisis. We are college faculty, adjunct instructors,

graduate employees and administrative professionals fighting to preserve the freedom to teach and learn. We are school maintenance workers, food service personnel, bus drivers and mechanics who go to bat for the resources needed to ensure our educational facilities are safe and well maintained. We are public employees in state, county and municipal governments striving to keep communities safe, from social workers, psychologists and public health officials, to court administrators, marine biologists and 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.

We are the professionals who make a difference in people's lives. So when we fight, we're fighting not just for our members, but for the people they care for. Patients. Students. Families. Communities. We're fighting for a better life for all.

Nurses and health professionals.

We continue to be the nation's fastest-growing healthcare union—and as our numbers grow, so does our power. In Oregon, after years of organizing and political action, healthcare professionals from the AFT's healthcare affiliates and the broader labor movement won a historic safe staffing law. It requires that all job classifications in acute care settings participate in the staffing dialogue with management. With robust penalties for noncompliance, the law promises to be the strongest statement in the fight for fair and just staffing for our patients and for us. Similarly, in Washington state, legislation was passed to improve prior safe staffing laws, and in Connecticut, after years of struggle and political mobilization, AFT members were able to change the game on safe staffing with key enforcement provisions. Other major wins include thousands of healthcare employees in Vermont joining the AFT in 2023, with many more on the way, and nearly 5,000 healthcare workers in Michigan joining too.





We're forming our union because...



"Forming our union will provide us with job security and inclusion in decisions that affect the lives of students, parents, teachers, and staff. These changes will reduce turnover and keep skilled educators at KIPP, providing the stability that our students deserve."
— Keshawn, High School Social Worker

KIPP Columbus ACTS
Advancing All Children Teachers union: AFT

Higher education faculty and staff.

The AFT is more than 400,000 higher ed members strong, and rapidly growing. Over the past 10 years, faculty, adjuncts and grads have won new unions at more than 65 colleges and universities. The AFT represents 70 percent of all organized faculty in the United States and is the fastest-growing union in the AFL-CIO. Why? Because our union contracts codify important gains—here is some of what we have already achieved:

- Job security for nontenure-stream faculty, presumptive reappointment for nontenure-track faculty after several years of service and multiyear appointments for adjunct faculty (UC-AFT, Rutgers AAUP-AFT, Wright State University-AAUP, Portland State University-AAUP)
- Historic salary gains (over 30 percent) for graduate employees that bring our members to living wages in their areas (GTFF at University of Oregon, Rutgers AAUP-AFT, GLO at Brown University, TUGSA at Temple University, UM-GEO, University of Michigan)
- Protections for shared governance (Portland State University, Kent State University, University of Oregon)
- Academic freedom and intellectual property rights for online course content (Monmouth University)

Charter school educators. 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. Two of the most significant are KIPP St. Louis High

School, which was the first National Labor Relations Board charter win for the AFT in Missouri, and BASIS Tucson North, the first charter school in Arizona to unionize. Other wins include: Albany Leadership Charter for Girls in New York, KIPP Columbus Charter School in Ohio, Northwood Academy Charter School in Pennsylvania, Prairie Crossing Charter School in Illinois and Rooted Charter School in Louisiana. These wins make a difference. As a charter educator in Los Angeles said, "As a professional educator working with students with special needs for the past 21 years, I can say that belonging to a strong union is absolutely essential! Time and again, charter management operators exploit educators in order to maximize their own bottom lines instead of what's best for students. A strong union is an effective tool against their selfishness."

Paraprofessionals and school-related personnel. By representing 370,000 PSRPs across the country, we have the power to win the respect PSRPs deserve. With the Paraprofessionals and Education Support Staff Bill of Rights, we're fighting for better pay, career ladders, retirement benefits, healthcare insurance and paid leave. And our message is resonating.

Education Minnesota has organized six new PSRP units, with more to come, and the Illinois Federation of Teachers has eight new PSRP units. Our existing units are making strides too. For example, the Dearborn Federation of School Employees bargained a five-year deal with 4 percent wage increases in each of the first three years and doubled longevity in most categories; increased wage scales for all clerical, technical, specialist and food service employees; and increased starting pay for clerical and custodial employees. The deal also includes a new trades apprenticeship with one guaranteed apprentice and five more to follow, a new position in the trades department, a stipend for bus drivers who train new drivers and new secretary positions in media centers.

Public employees. After winning collective bargaining rights for state employees in 2020 and a historic first contract in 2021—with a \$15 minimum wage for all state jobs and increased on-call pay—Colorado WINS (Workers for Innovative and New Solutions) is negotiating what will be its biggest win yet: a step scale that rewards years of service in state jobs. Not surprisingly, the union is growing quickly and now has over 6,000 members.



AFT Solidarity Fund

Income and Distribution of Funds since 2022 AFT Convention (May 1, 2022–April 30, 2024)

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

Total Amount Received for the AFT National Solidarity Fund:	\$30,646,819
Total Amount Disbursed from the AFT National Solidarity Fund:	\$23,179,783
Balance of the AFT National Solidarity Fund:	\$11,749,770

DISBURSEMENTS FROM THE NATIONAL SOLIDARITY FUND

AFT

Resources were provided for the AFT’s political and legislative mobilization campaigns during the 2022, 2023 and 2024 election cycles and legislative sessions. Organizing around the principles of advocating and protecting democracy, strengthening public education, ensuring quality healthcare and improving the lives of all working families, the AFT continues to advocate for the policies that provide real solutions to the challenges our communities face.

Since the last AFT convention, the Solidarity Fund has provided resources for critical programs, including for the AFT’s 2022, 2023 and 2024 electoral program. In 2022, the AFT played a leading role in helping to elect and reelect candidates who are fighting for our members, their families and their communities, including at the federal, state and local levels. The Solidarity Fund provided critical funding for AFT affiliates and allies to elect pro-public education school board candidates and defeat nearly 80 percent of the school board candidates supported by anti-public education groups such as Moms for Liberty.

The fund was instrumental in the AFT’s ability to support national, state and local affiliate member-to-member programs and independent expenditure programs for

congressional, gubernatorial, state legislative, mayoral and school board races, as well as for 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.

\$22,187,783

Alaska Public Employees Association

Solidarity funds were provided to assist a legislative coalition to reestablish a defined-benefit pension plan in the state of Alaska.

\$100,000

Ohio (joint request from the Ohio Federation of Teachers and the Ohio Nurses Association)

Solidarity funds were provided to defeat Issue 1, a statewide ballot initiative in 2023. Issue 1 would have changed the state constitution to require state initiatives to gain over 60 percent of the vote instead of a simple majority of vote. It would also have made it more difficult to place citizen-initiated initiatives on the ballot. The measure was successfully defeated 61 to 39 percent.

\$250,000

Ohio (joint request from the Ohio Federation of Teachers and the Ohio Nurses Association)

Solidarity funds were provided for the signature phase of placing an initiative on the November 2024 ballot to establish a nonpartisan redistricting commission for the state of Ohio. This initiative will appear on the 2024 ballot.

\$500,000

North Dakota United

Solidarity funds were provided to help keep an initiative off the 2024 ballot that would eliminate the state property tax. At the time of this report, signatures were still being gathered.

\$142,000

Total Amount Disbursed from the AFT National Solidarity Fund:

\$23,179,783

AFT Solidarity Fund—State Solidarity Funds

Income and Distribution of Funds since 2022 AFT Convention (May 1, 2022–April 30, 2024)

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:

\$20,149,733

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.

DISBURSEMENTS FROM STATE AFFILIATE SOLIDARITY FUNDS

Alaska Public Employees Association

The Alaska Public Employees Association used solidarity funds to pursue our electoral, legislative and political organizing goals. During the fall 2022 cycle, APEA/AFT learned how to adapt to our new ranked choice voting and open primary election system. We successfully educated members and adapted our endorsement, communications and field strategy to respond to the new system. Through the State Affiliate Political Organizer program, we were able to engage in targeted legislative districts, pilot a Temporary Political Organizer program and direct member phone banks and canvassing. Our efforts were successful in statewide, legislative and local elections. Some highlights: Alaska elected Rep. Mary Peltola, a labor champion contributing to strengthening the Democratic minority in the U.S. House of Representatives; the Alaska Senate now has a bipartisan majority; and the Alaska House now has a slim Republican majority that is tempered by more moderate members.

AFT solidarity funds were used to support lobbying, member engagement and direct advocacy to increase education funding, protect public services and restore defined-benefit pensions to Alaska public servants. As of this writing, our work through the Alaska Public Pension Coal-

tion has resulted in the pension bill passing through the Alaska Senate in February 2024. We used mass communication tools made available to us by the AFT, including Hustle and Action Network, and successfully engaged thousands of APEA/AFT members, resulting in emails, phone calls and capital visits to legislators at key points in the legislative process.

APEA/AFT also used solidarity funds to support member and staff involvement in the new AFL-CIO Labor Candidate School program, which intends to recruit and train union members to run for public office at the local and legislative level.

\$146,829

AFT-Arizona

AFT-AZ contributed \$1,500 in October 2022 and \$2,500 in September 2023 for the Arizona Retirement Securities Coalition grant. AFT-AZ is a member of the alliance fighting to maintain the public and state employee retirement system. It is a fair and balanced coalition, even when dealing with legislators who want to cut benefits. With the constant attacks, the ARSC is constantly lobbying to preserve employee benefits.

\$4,000

California Federation of Teachers

The CFT used AFT solidarity funds during the 2022 primary and general elections and

the 2024 primary election for member-to-member communication about statewide priorities, including endorsed candidates and key ballot measures. In these elections, the CFT also supported local unions with member-to-member mail communications for school board and board of trustee races and local tax measures.

For the November 2022 general election, the CFT succeeded in passing Proposition 1, enshrining the right to an abortion and to reproductive healthcare in the state's constitution; Proposition 28, which allocates an additional 1 percent of the state's budget to provide staffing and program support for music and arts education in our public schools; and Proposition 31, which banned flavored tobacco products that target minors. We also defeated Proposition 30, a Lyft-backed measure to raise \$5 billion for electric vehicle expansion and wildfire prevention and suppression that was written to sidestep the general fund (meaning that zero dollars of this revenue would have been allocated for public education in California).

In 2023 and 2024, solidarity funds were used to prepare for and support 2024 ballot measure campaigns. We worked with Gov. Gavin Newsom to pass Proposition 1 in March 2024, which shifts existing revenue to tackle the problems of homelessness, mental health and drug addiction by funding treatment centers and support systems. Our top priority in November

2024 will be to defeat an insidious measure being championed by the California Business Roundtable that would make it nearly impossible to raise revenue at the state or local levels and that invalidates any taxes not passed by two-thirds of voters retroactively to January 2022.

The CFT has also endorsed and contributed to November 2024 ballot measures that are proactive and positive for our members and their communities, including enshrining access to gay marriage in the state's constitution; protecting our schools, hospitals and communities from dangerous pollution by instituting setback rules for oil drilling; and making it easier to pass bonds for affordable housing at the local level.

The CFT also used solidarity funds from 2022 to 2024 to support community and coalition partners, including California Calls, the California Budget and Policy Center, Equality California and the Alliance for a Better California, among others. In addition, the CFT used solidarity funds to support programs at AFL-CIO central labor councils across California.

\$1,534,680.87

AFT Colorado

AFT Colorado's use of solidarity funds resulted in maintaining the majority in the Colorado Senate and growing our House of Representatives to a Democratic supermajority. We passed the Public Service Loan Forgiveness Multiplier, closing a loophole that had left part-time and adjunct higher education instructors out of the PSLF program. We elected Democrats who support public education to our State Board of Education and supported one of our locals in passing a mill levy override, which resulted in an immediate raise for our teachers and staff. We continued to invest in coalitions to fight attacks on public pensions, and to strengthen public education funding in Colorado as well as focusing on equity both in our schools and in the broader community.

\$72,500

AFT Connecticut

AFT Connecticut used its funds to support public education bonding efforts and to continue building a member organizing program. Funds were used to provide support to political and legislative mobilization to strengthen community relationships. Legislative liaisons were assigned to work on election and state budget campaigns

along with member organizers, who provided support in targeted districts (including educational pieces sent as direct mail). Funds were also used to support AFT Connecticut as a partner of the Connecticut Coalition for Retirement Security. AFT Connecticut partnered with other labor unions in the State Employee Bargaining Agent Coalition to win raises for state workers, and solidarity funds helped to defray the costs of patch-through calls that were used in that effort.

\$78,538.30

Florida Education Association

Thanks to the funds from the AFT, the FEA's Solidarity Fund primarily focused on providing candidates with polling and research, as well as polling for local tax referenda around teacher and staff salaries and school operations. In 2022, FEA was successful in winning 28 school board races during the August primary election and 12 school board races in the general election against Moms for Liberty- and Gov. Ron DeSantis-funded candidates. FEA was also able to craft winning messages in the seven local tax referenda during the August primary election and 16 local tax referenda during the November general election, and we were successful in defeating one tax referenda during the August primary election.

The secondary use of solidarity funds was for our coalition partners in Florida so that they could run vital voter registration programs and Voter ID efforts, including door knocking and phone banking in key state Senate and House races. Lastly, solidarity funds were used for candidate recruitment in key House races, resulting in the election of several pro-public education candidates in the Florida House.

\$1,185,320

Georgia Federation of Teachers

The Georgia Federation of Teachers used solidarity funds to donate money to candidates who support the AFT's democratic values. The positive results are that the candidates were able to campaign or get elected based on those values.

\$32,146.17

Illinois Federation of Teachers

AFT solidarity funds were critical to the IFT achieving successful election results

that will have a lasting impact for years to come. With AFT solidarity funds, we elected two Illinois Supreme Court justices, helping Democrats expand their majority from a 4-3 to a 5-2 balance on the court for the next 10 years. We passed the Workers' Rights Amendment, a constitutional amendment enshrining the right to organize into the state constitution. Solidarity funds were also used to defend and expand democratic majorities in both the Illinois House and Senate.

\$1,731,980.88

AFT Indiana

AFT Indiana spent 51.4 percent of our Solidarity Fund income on lobbying/political activity. We hired a contract lobbyist who is assisted by others on their staff. During the legislative session, AFT Indiana hosted biweekly virtual meetings with the lobbyist, who provided updates and offered direction for more member engagement. AFT Indiana also held several days of action at the Statehouse during the legislative session and provided meals for our member activists. Over this report period, we spent 26.6 percent in the member engagement/training category. (Because our categories overlap, other member engagement may be designated in the lobbying/political activity category.)

Indiana allows a limited amount of COPE dollars for campaign contributions; AFT Indiana gives all it can from this fund. During this period, we used 21.9 percent for campaign contributions. We endorsed and contributed to 21 candidates, 18 of whom were elected or reelected. In addition, in 2024 we endorsed and contributed to Jennifer McCormick for governor. COPE Solidarity makes AFT Indiana a player in the political realm, which would not happen if we had to rely solely on our PAC.

\$110,397.01

AFT Kansas

Thanks to solidarity funds, AFT Kansas worked with Summit Strategies during the Kansas legislative session to be our lobbyist and guide us through the session. AFT Kansas also participated with the Kansas Organization of State Employees and the Kansas National Education Association in the Keeping the Kansas Promise coalition to protect public employees' pensions. They are supported through a national pension organization, and the coalition participates in a matching grant.

AFT Kansas also supported the legal defense for Emporia State University professors who were abruptly fired in a way that seemed to violate their constitutional rights. And we supported an early voting program to get out the vote for the November 2023 election season. AFT Kansas and the United Teachers of Wichita were successful in retaining a favorable majority on the Wichita Public Schools Board of Education.

\$51,100

AFT-Maryland

Solidarity funds were allocated to member lobbying activities during the 2023 and 2024 legislative sessions, in particular for connecting members with legislators. In each session, state employee union contracts were fully funded, K-12 public education supports were passed and a new card-check law was enacted for all educational and public sector workers. Funds were also used in 2022 and 2024 for primary and general election activities for member-to-member outreach, including mailers, phone banks and materials for labor walks. These activities helped Maryland elect a Democratic governor, win Democratic supermajorities in both state legislative chambers, and elect key AFT-Maryland supporters to statewide offices in 2022. In 2024, as of the May 14 primary election day, 100 percent of the union-endorsed candidates running for office in Baltimore had won. Funds were also used for voter registration, for supporting local ballot initiatives and to make appropriate political contributions in the state and in Baltimore.

\$227,168.32

AFT Massachusetts

The AFT Massachusetts Solidarity Fund annually supports organizations like Citizens for Public Schools, Jobs with Justice, the Massachusetts Budget and Policy Center, the Mass Alliance and the Massachusetts Education Justice Alliance. The fund during this time period supported coalitions like Raise Up Massachusetts and Massachusetts Is Not for Sale that advance the interests of our students, schools, libraries and the commonwealth.

The Raise Up Massachusetts coalition won the Fair Share Amendment and is now working to again raise the state's minimum wage and ensure that municipal and school employees are covered by its protections.

The Massachusetts Education Justice Alliance is working to replace the failed state takeover/receivership system with better supports for high-need schools; the Higher Ed for All campaign is advocating for fully funded, fully affordable community colleges, state universities and UMass campuses; and the Massachusetts Is Not for Sale campaign is fighting Big Tech's efforts to misclassify workers as independent contractors, not employees.

\$549,450

AFT Michigan

AFT Michigan used our funds to engage in key campaigns, build strategic alliances with community partners and increase the capacity of our locals in the face of "right to work." We expanded our support for local funding and board races, while continuing our work to win state-level races, playing our part in restoring a pro-labor Democratic trifecta for the first time in four decades and pushing back against right-wing attempts to take over school boards. We continued to build the infrastructure needed to protect voting rights and the electoral process in Michigan, including passing a constitutional amendment expanding voting rights. We helped pass a constitutional amendment enshrining the right to abortion and contraception in the Michigan constitution.

As members of long-term labor-community coalitions, we launched campaigns to expand retirement security and create a more equitable funding model for preK-12 education in Michigan. We 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. We provided local organizing assistance and training to local unions to help them survive and thrive in the open shop.

\$543,102.10

Education Minnesota

We worked in over 50 levy referendum campaigns and 30 school board races. We won 80-90 percent of the school board races and 70 percent of the referendum votes. We founded a pro-revenue coalition organization called We Make Minnesota. Funds to that group allowed for polling, lobbyists, organizers and communications specialists to push our Democratic legislators and governor to do more to advance a

pro-revenue agenda in the next two to five years. Significant revenue increases were passed in the 2023 legislative session.

We are a founding member of North Star Policy Action, which is an independent research and communications institute that is dedicated to improving the lives of everyday Minnesotans by advancing bold ideas that change the conversation and bring communities together. It recently completed a white paper on education finance that will support our legislative efforts.

We contributed to the new progressive school board candidate organization, the School Board Integrity Project. It will be training over 50 progressive candidates for school board elections this cycle. We trained over 500 activists at our two-day political conference this winter. Activists were trained in direct voter contact, winning local elections, volunteer recruitment, the race-class narrative and other topics. It was a resounding success.

\$720,605.65

Montana Nurses Association

The Montana Nurses Association hosted a communication and education reception for state legislators (senators and representatives) to hear directly from members regarding legislative priorities, violence in the workplace, safe staffing and opposing all right to work. Members shared how these issues impact their lives, work and patients and discussed the importance of passing sound legislation. MNA utilized solidarity funds to expand lobbying efforts by contracting with a lobbyist for the 2023 legislative session, as we do not have the budget for a political director on staff. This augmented the existing MNA staff by having eyes and ears on the ground at the Capitol monitoring and reporting back on legislation (or surprise legislation) that affects our members, patients and communities. This expanded our political voice and presence, building relationships with lawmakers. MNA has also invested in an educational program, offering a free contact hour to nurses, to address nurse licensing regulation changes due to legislation that rolled back licensure requirements.

\$21,244.91

AFT-New Hampshire

The primary way we spent these funds was communicating with members, community partners, stakeholders and policymakers

about issues of concern to our members and the people we serve. As part of our advocacy, we produced newsletters and mailings to inform members about issues so they could contact their representatives and senators about them. We held frequent conversations with lawmakers to educate them on issues of importance to our members. We supported aligned community organizations such as the NH School Funding Fairness Project, whose advocacy on behalf of improving public school funding in the state would improve the working conditions in our schools and the learning conditions for our students. We supported the advocacy efforts of the labor community, including through sponsoring the New Hampshire AFL-CIO's annual Labor Day Breakfast. We have managed, in a hostile political environment, to hold off unlimited school vouchers and defeat forced-outing bills. We have done this by working with community partners and seeking out lawmakers who will listen, regardless of party identification. We look forward to building a larger roster of lawmakers who support our students, our schools and universities, and our town employees—indeed all our members—come November 2024.

\$129,000

AFT New Jersey

AFTNJ focused our solidarity funds in the following areas: coalition building in the community, labor, political and legislative arenas, and fighting for workers' benefits and rights. AFTNJ supported both William Paterson University and New Jersey City University for student and faculty rallies, teach-ins and legislative actions for additional funding. At Rutgers, AFTNJ worked to provide provisions for workers and resources the locals needed in negotiating fair contracts. AFTNJ also provided direct support to local unions, including the Newark Teachers Union, on contract negotiations with their boards of education and to send leaders and activists to the Rutgers LEARN program.

AFTNJ used solidarity funds to strengthen community and allied relationships, such as the New Jersey Work Environment Council, New Jersey Citizens Action, NJ Teachers of English to Speakers of Other Languages/NJ Bilingual Educators, New Labor, Community Schools and various other coalitions and organizations. In Newark, we have worked with the Education Law

Center and other educational organizations to fight back against a voucher plan, stop (or slow down) the expansion of charters and change the evaluation system. Also, AFTNJ supported and joined a rally with the Health Professionals and Allied Employees in support of safe staffing (Code Red) legislation.

AFTNJ worked with the New Jersey State AFL-CIO in endorsing and electing candidates who share our legislative values. Over this period, we have fought an effort to weaken our public records act. Our contributions to the NJ AFL-CIO help fund its Labor Candidates School, which works with and supports members wanting to run for office.

\$167,000

Health Professionals and Allied Employees (New Jersey)

HPAE spent solidarity funds to support our Code Red campaign and engage our members in the fight for safe staffing ratios in New Jersey hospitals. We used a statewide survey of members and healthcare workers to raise issues around the nurse and healthcare staffing crisis, launching our campaign through a press conference, lobby day and rally at the New Jersey State House in Trenton in May 2023 with our coalition partners.

Our mobilization efforts resulted in new bill sponsors, in both the outgoing 2022-24 Legislature as well as in the new 2024-26 Legislature. We provided solidarity and support to the 1,700 nurses of United Steelworkers Local 4-200 during their strike at Robert Wood Johnson University Hospital in New Brunswick that ultimately won enforceable staffing ratios. Through joint lobbying efforts with USW, we succeeded in getting the first legislative committee hearing for our staffing bill since 2014. We continue to push the legislative campaign in conjunction with our contract campaigns to improve and win new staffing ratios at the bargaining table.

HPAE joined a coalition of over 15 public employee unions in New Jersey around a public relations campaign and mass rally at the State House to protest drastic increases to the cost of the state health benefits program and mobilized for funding for University Hospital, New Jersey's only public hospital, through a lobby day and using an auto-dialer for targeted legislative calls.

HPAE continues to work with our community ally New Jersey Citizen Action on a wide range of healthcare legislative issues, including legislation to reduce medical debt, rein in skyrocketing drug prices and expand family care coverage.

\$69,118.02

AFT New Mexico

AFT New Mexico has used solidarity funds to complement the values-based work of the union, including living wages for adjunct and contingent faculty. Our higher education task force, comprised of both AFT New Mexico affiliates and other public higher education institutions, used the AFT's "An Army of Temps" report to educate lawmakers on the unique challenges facing higher education, including an overreliance on temporary staff, growing student-to-teacher ratios and low wages and benefits. This was accomplished through public-facing media, direct lobbying efforts and joint data collection with the New Mexico Higher Education Department.

AFT New Mexico is using solidarity funds to support community events, such as local youth sports teams, a statewide Banned Books Week anti-censorship celebration, a communitywide Reading Opens the World literacy event, multiple in-person and online student debt relief clinics in partnership with the Student Borrowers Protection Center, and New Mexico's Recuerda a César Chávez educational event.

Additionally, AFT New Mexico used solidarity funds to strengthen existing partnerships with state organizations representing the LGBTQIA+ community and New Mexico's immigrant communities for direct community outreach. Solidarity funds have enabled AFT New Mexico to support BI-POC- and women-led organizations, shared legislative efforts and community groups representing many of the families we serve through the public schools.

\$67,408.08

New York State United Teachers

New York State United Teachers used a large portion of our solidarity funds to launch a campaign around member organizing and engaging the next generation of NYSUT members. In addition, funds were used to support various aspects of NYSUT's political program, including primary,

general, special, school board, budget and bond elections; candidate interviewing and political analysis for endorsements; political action trainings; and many other community-based events. NYSUT's political staff also continued to promote and engage in NYSUT's 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.

\$890,599

Public Employees Federation (New York)

The Public Employees Federation used solidarity funds to support our core goals. Funds were allocated to New York State Fund Our Future, which is a coalition of union and community leaders reshaping government in our public interest through member mobilization, training and forceful actions and events—including conferences where we build support for this campaign. Another major focus was the successful fightback campaign against the latest proposed “restructuring” of Brooklyn’s SUNY Downstate Hospital, which employs many PEF and United University Professions members. This is not the first time that SUNY Downstate has been slated for closure. We also allocated funds to Criminal Justice and Us, a pilot program run in conjunction with One Voice United that engaged members in rehabilitating incarcerated persons and examining criminal justice reform through a racial justice lens. In addition, we worked with AFT staff to provide diversity, equity and inclusion training.

Solidarity funds were also allocated to several smaller but still critical issues. We engaged a nurse consultant to train PEF staff, elected leaders and nurse members to better address issues and concerns involving nurse staffing, labor management, preceptor training, legislation, recruitment and retention. In addition, a temporary associate counsel was hired to support our legal department due to the influx of work during the COVID-19 pandemic.

We also hosted a health and wellness fair and Reading Opens the World book giveaway that was designed to connect and service our local communities and provide information about the public services that are available to them and promote health awareness and a healthy lifestyle. Additional funds were spent on First Book

events to give books to families in under-resourced areas and on supporting members to attend the AFT Professional Issues Conference, and we made small contributions to the Coalition of Black Trade Unionists and the Kings County Democratic County Committee.

\$514,474.79

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 voucher schemes yet again and fighting valiantly against changes to our public employee pension plan. 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.

\$499,125.30

Ohio Federation of Teachers

The Ohio Federation of Teachers used solidarity funds to support and have a seat at the decision-making tables of coalitions fighting bad legislation in the state. In addition, funds were used to support ongoing labor advocacy work and research for policy as well as to help in local battles. 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. Over the past two years, the Ohio Progressive Collaborative has been instrumental in ballot initiatives to maintain the current path for constitutional amendments, to protect women’s reproductive rights, and to establish an independent redistricting process. OFT also supported the field work of the Ohio AFL-CIO in these campaigns. OFT 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 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. OFT also supported our locals in doing election work, such as registering voters and

gathering signatures for ballot initiatives. Money was also given to the Youngstown Education Association to support its workers during their strike.

\$1,117,027

AFT-Oklahoma

AFT-Oklahoma donated money to four school board races in Oklahoma City Public Schools, Norman Public Schools and Tulsa Public Schools. Three of the four candidates we supported were elected—and three of the four are educators. We helped reelect our two AFT members to the Oklahoma House of Representatives, and we helped elect both Democratic and Republican candidates, including educators, to the Oklahoma House of Representatives and Senate. We donated to 30 candidates, and 24 of those candidates were elected or reelected. Three of the candidates receiving donations are running for open seats in November.

\$32,750

Oregon Nurses Association

The Oregon Nurses Association used a portion of the solidarity funds for coalition work, including the state pension reform group with other unions and the Our Oregon Ballot Measure Table on topics such as tobacco tax, gun safety and campaign finance reform. (The Our Oregon table also provides our VAN access.)

With solidarity funds, ONA hosted our first legislative awards luncheon, where we brought together member leaders and legislative champions to thank them for helping us pass policy priorities and build relationships. Additionally, we provided funds to two candidate training cohorts, one for womxn and one for labor folks who are considering running for public office.

Finally, ONA used additional funds to support partner organizations in the labor movement and other movements in our state. Benefits included relationship building with partners we work with on public policy, ONA brand recognition and tickets for ONA members to attend events. We were also presenting sponsors at the Oregon Health Forum, a panel discussion including our state Health Authority director and the chair of our House Behavioral Health and Health Care Committee at a time when we need their attention given the current implementation of our safe staffing law.

\$74,252

Oregon School Employees Association

OSEA used solidarity funds to elevate pro-education, pro-worker candidates, particularly at the state legislative level. Only three of the 18 candidates we supported lost their races, and several of the winners moved higher in legislative leadership. These wins helped deliver major accomplishments in the 2023 session, including record investments in public education at all levels, as well as the end of “reasonable assurance” restrictions on classified educators claiming unemployment insurance. Solidarity funds were also used to support local school board candidates and our local chapters’ directly endorsed school construction bond and operating levy campaigns. OSEA members showed this extra local dedication in districts from northeast Oregon to central Oregon and the mid-Willamette Valley. Local leaders are using these examples of OSEA solidarity as another way to show why workers should choose to join the union and remain union members.

\$207,000

AFT Pennsylvania

Solidarity funds helped our two largest locals maintain communications operations between elections, and since May 2022, AFT Pennsylvania has used solidarity funds for significant electoral programs directed at our members during campaigns.

For the May 2022 primary election, AFT Pennsylvania sent direct mail to members living in the districts where Jeffrey Yass and Students First were funding the opponents to draw attention to the pro-public education, pro-labor Democrats in those races. To assess where our union and public schools stood, we commissioned an inexpensive survey that drove the messaging in those races.

In the 2022 general election, our three-tiered direct mail program was based on three main criteria: the strength of a candidate’s commitment to public education and organized labor; whether the race was targeted by the legislative campaign committees, other labor organizations or independent expenditure(s); and the size of impact we could make on a race. We sent one mail piece to every member 40 years old and younger that stressed the contrast between Gov. Josh Shapiro and his opponent, Jan. 6 attendee Doug Mastriano. That was followed by two comparative pieces to every AFT Pennsylvania household comparing the

gubernatorial and U.S. Senate candidates on public education and voting rights.

In the 2023 general election, we mailed every member registered to vote encouraging them to vote for our candidates for the statewide appellate courts of Commonwealth Court, where public sector labor disputes are appealed, and the Pennsylvania Supreme Court. Both of those races resulted in victories for public education and labor.

Additionally, in the Neshaminy School District, Moms for Liberty-type candidates were running against those supported by the Neshaminy Federation of Teachers. AFT Pennsylvania sent mail to members in those school board districts supporting the NFT-endorsed candidates, resulting in a 50 percent win rate. We also used solidarity funds to support striking workers with the Temple Association of University Professionals and the Temple University Graduate Students’ Association.

\$654,196

Rhode Island Federation of Teachers and Health Professionals

The Rhode Island Federation of Teachers and Health Professionals used solidarity funds to support numerous initiatives, including developing collaborations among members, labor and community partners to advocate for common interests.

The RIFTHP used solidarity funds to promote legislative campaigns with our coalition of labor and community organizations for a school construction bond campaign titled “Yes on R.I.” We also supported a Rhode Island AFL-CIO initiative for pension improvement legislation, including funding to have an independent pension impact study performed.

Additionally, we donated resources to Fuerza Laboral, a nonprofit organization that provides education, training and community support for our immigrant populations. Funding was also provided to the Museum of Work and Culture, which provides visitors, including numerous school groups, a comprehensive look at the experiences many of our ancestors had working in the textile mills.

With our secretary of state, we supported the Rhode Island Civic Education Fund, which brought together over 40 high school students for a three-day forum that exposed them to many aspects of

local and state government. Solidarity funds also supported several organizing initiatives—including at Brown University, Rhode Island School for the Deaf, charter schools and local libraries—plus training for our local leadership. Solidarity funds enabled us to provide membership information, including issues important to our members, to candidates and to elect members to local and state positions. Finally, we used solidarity funds to produce and distribute our 2023 “Smith Hill Report,” an annual synopsis of the Rhode Island legislative session that is sent to our members, legislators and other local officials.

\$38,319.22

Texas AFT

Through our statewide Respect Campaign, Texas AFT leveraged our solidarity funds to defeat a full-court press from the governor and far-right advocacy organizations to push for a universal voucher scheme. Texas AFT increased member engagement and expanded opportunities for new organizing by galvanizing K-12 educators around a renewed respect for their profession and for their paychecks. Texas AFT is currently moving into its Thrive Campaign, which builds on the Respect foundation and charges educators with renewing civil society in Texas to strengthen the bones of Texas democracy and to develop a common fight for K-12 and higher education members. Solidarity programs support member-to-member political advocacy at the school board level to win local campaigns on wages, book bans and voter participation, leading to coalition-based legislative work through the summer (including for the Educator’s Bill of Rights) and political victories in 2024 that will help Texas AFT protect public education in 2025. Texas AFT has seen real value in using solidarity funds to expand our political organizer program, run effective digital ads that galvanize action, and support our Respect and Thrive fellowships, which offer an exciting leadership development opportunity.

\$423,172.78

AFT Vermont

AFT Vermont used our solidarity funds to engage our members and legislators around our legislative platform. More than 25 percent of our membership engaged in supporting one or more pieces of our

platform through emailing, calling or meeting with their legislators. Our top priorities are fighting for healthcare as a human right, ensuring reproductive liberty for all, preventing workplace violence in healthcare, increasing funding for public higher education, providing free in-state tuition for public higher education, adding faculty and staff members to the University of Vermont and the Vermont State Colleges System boards of trustees, fighting for racial and social justice, increasing Vermont's minimum wage and preventing mandatory captive audience meetings.

AFT Vermont was successful in winning increases in base funding for UVM and the VSCS. Working with labor partners, we won a legislative ban on mandatory anti-union captive audience meetings by employers. Also working in coalition, we won a constitutional amendment to enshrine reproductive rights and a new child care fund paid for by a payroll tax (75-100 percent paid for by the employer).

\$138,832

AFT Washington

AFT Washington used solidarity funds in several important ways, including increasing our union solidarity and community awareness with a branding campaign that allowed us to build union solidarity internally and externally. We also used solidarity funds to advance the larger labor and progressive agendas that benefit our members and community by supporting our community partners, including 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.

AFT Washington's [Re]invest in Our Colleges campaign has been strengthened through building and partnering with Communities for Our Colleges, a coalition of students, labor and community organizations advocating for robust investments in our community and technical colleges. Legislative priorities include offering wrap-around services and expanded counseling for students; increasing compensation

and equity for the workforce; funding and accountability for equity, diversity and inclusion; and increasing the number of full-time tenure-track faculty positions. We contributed \$25,000 to this coalition.

\$90,209

Washington State Nurses Association

Solidarity funds were used to advance WSNA's fight for safe staffing legislation, hospital merger and acquisition transparency, unemployment benefits for striking workers, and protections against employer captive audience meetings. Together with other union and community partners, WSNA launched the Washington Safe + Healthy coalition. The goal of the coalition was passage of safe staffing standards to protect nurses and healthcare workers from dangerously high patient loads.

The Solidarity Fund helped WSNA in several legislative battles. In 2024, WSNA and the Washington Safe + Healthy coalition won passage of SB 5236, which Gov. Jay Inslee signed into law. The law provides additional reporting requirements for hospitals and accountability for compliance with staffing plans; it also removes the CEO veto of staffing plans and has a number of other measures aimed to improve the accountability of hospitals in terms of safe staffing standards and patient safety. We also fought for the Keep Our Care Act, which would modify reporting requirements for mergers and acquisitions between hospital systems. The bill passed in the Senate and two House committees, but it was determined not to have sufficient support for a House floor vote. WSNA joined the Washington State Labor Council in support of legislation that would have allowed individuals unemployed due to a labor strike to receive up to four weeks of unemployment insurance benefits after more than two weeks on strike. WSNA also joined the Washington State Labor Council in successfully passing legislation that bars employers from forcing employees to attend meetings where they are required to listen to the employer's opinions on unionization, religious or political matters and prohibits employers from disciplining or firing employees who refuse to attend these captive audience meetings. The new law went into effect in June 2024.

\$248,932

Total Funds Disbursed to State Affiliate Solidarity Funds: \$20,149,733

AFT, AFL-CIO
BALANCE SHEET
December 31, 2023
Unaudited

ASSETS	GENERAL FUND	MILITANCY/ DEFENSE FUND	BUILDING FUND (Including Capitol Place I)	SOLIDARITY FUND*	COPE FUND	DISASTER RELIEF FUND	POST- RETIREMENT BENEFITS FUND	TOTAL 12/31/2023	TOTAL 12/31/2022
CURRENT ASSETS									
Cash	\$ 14,437,210	\$ 397,936	\$ 1,561,815	\$ 8,385	\$ 4,422,173	\$ 128,552	\$ —	\$ 20,956,071	\$ 19,331,488
Receivables									
Per Capita Taxes and Fees from Affiliates	40,998,277	261,849	—	—	—	—	—	41,260,126	37,914,991
Other	2,918,507	86,602	526,366	—	50,000	—	—	3,581,475	1,191,654
Interest Rate Swap	—	—	849,480	—	—	—	—	849,480	445,972
Prepaid Expenses	2,846,424	737,620	5,960	—	—	—	—	3,590,004	3,552,523
TOTAL CURRENT ASSETS	\$ 61,200,418	\$ 1,484,007	\$ 2,943,621	\$ 8,385	\$ 4,472,173	\$ 128,552	\$ —	\$ 70,237,156	\$ 62,436,628
OTHER ASSETS									
Furniture, Equipment and Leasehold Improvements at Cost	25,089,592	—	42,100,233	—	—	—	—	67,189,825	66,095,320
Less: Accumulated Depreciation and Amortization	(22,033,445)	—	(33,896,676)	—	—	—	—	(55,930,121)	(53,470,464)
FIXED ASSETS, NET	3,056,147	—	8,203,557	—	—	—	—	11,259,704	12,624,856
Loans to Affiliates	3,682,639	—	—	—	—	—	—	3,682,639	5,302,412
Less: Allowance for Doubtful Accounts	(340,329)	—	—	—	—	—	—	(340,329)	(1,603,239)
NET LOANS TO AFFILIATES	3,342,310	—	—	—	—	—	—	3,342,310	3,699,173
Investments	43,261,831	11,813,908	12,393,214	—	—	—	—	67,468,953	68,903,856
Due (to)/from Other Funds	(6,295,036)	(9,823,645)	(58,152)	16,176,833	—	—	—	—	—
TOTAL OTHER ASSETS	\$ 43,365,252	\$ 1,990,263	\$ 20,538,619	\$ 16,176,833	\$ —	\$ —	\$ —	\$ 82,070,967	\$ 85,227,885
TOTAL ASSETS	\$ 104,565,670	\$ 3,474,270	\$ 23,482,240	\$ 16,185,218	\$ 4,472,173	\$ 128,552	\$ —	\$ 152,308,123	\$ 147,664,513

**LIABILITIES AND FUND
BALANCES**

CURRENT LIABILITIES									
Accounts Payable	\$ 17,824,484	\$ 8,854,857	\$ 508,131	\$ —	\$ 25,972	\$ —	\$ —	\$ 27,213,444	\$ 23,185,251
Line of Credit	4,000,000	—	—	—	—	—	—	4,000,000	2,500,000
Post-Retirement—Health and Life Current	—	—	—	—	—	—	960,336	960,336	801,093
Post-Retirement—Accrued Officer Defined Benefit Current	—	—	—	—	—	—	1,000,951	1,000,951	940,834
State Collection and Rebate Payable	889,214	—	—	—	—	—	—	889,214	1,901,529
Assistance Payable to State and Local Federations	2,813,390	—	—	—	—	—	—	2,813,390	1,895,938
Accrued Other	531,746	1,000,000	—	—	—	—	—	1,531,746	1,504,608
Advance Per Capita Taxes and Fees	40,193	2,391	—	—	—	—	—	42,584	34,899
Deferred Revenue	556,171	—	—	—	—	—	—	556,171	556,171
TOTAL CURRENT LIABILITIES	\$ 26,655,198	\$ 9,857,248	\$ 508,131	\$ —	\$ 25,972	\$ —	\$ 1,961,287	\$ 39,007,836	\$ 33,320,323
OTHER LIABILITIES									
Mortgage Note Payable	—	—	16,901,417	—	—	—	—	16,901,417	20,019,014
Severance and Vacation Pay	13,866,126	—	—	—	—	—	—	13,866,126	11,961,930
Post-Retirement—Accrued Medical and Life Insurance	—	—	—	—	—	—	19,342,824	19,342,824	18,578,691
Post-Retirement—Accrued Officer Defined Benefit Plan	—	—	—	—	—	—	10,314,027	10,314,027	10,770,070
TOTAL OTHER LIABILITIES	\$ 13,866,126	\$ —	\$ 16,901,417	\$ —	\$ —	\$ —	\$ 29,656,851	\$ 60,424,394	\$ 61,329,705
FUND BALANCES									
Current Year	511,778	(801,760)	(1,727,570)	1,945,430	947,876	73,775	—	949,529	(14,182,036)
Prior Year Fund Balance	63,532,568	(5,581,218)	7,800,262	14,239,788	3,498,325	54,777	(31,618,138)	51,926,364	67,196,521
TOTAL FUND BALANCE	\$ 64,044,346	\$ (6,382,978)	\$ 6,072,692	\$ 16,185,218	\$ 4,446,201	\$ 128,552	\$ (31,618,138)	\$ 52,875,893	\$ 53,014,485
TOTAL LIABILITIES AND FUND BALANCES	\$ 104,565,670	\$ 3,474,270	\$ 23,482,240	\$ 16,185,218	\$ 4,472,173	\$ 128,552	\$ —	\$ 152,308,123	\$ 147,664,513

*Solidarity Fund reports on cash basis

STATEMENT OF INCOME AND EXPENSES

	Six Months Unaudited Dec. 31, 2023	Program Budget 2023–2024
GENERAL FUND		
INCOME		
Per Capita Dues	\$ 87,630,361	\$ 178,062,300
State AFL-CIO Collections	1,094,634	2,000,000
Shanker Institute and Innovation Fund Reimbursements	753,388	1,600,000
Associate Membership	1,955,509	2,240,000
Program Administration	956,720	860,000
Investments and Other Miscellaneous Income	1,805,192	1,387,700
TOTAL INCOME	\$ 94,195,803	\$ 186,150,000
EXPENSES		
Administrative Expenses	\$ 44,910,843	\$ 84,529,338
Affiliations, Fund Allocations, Rebates, etc.	22,395,143	35,768,369
Communications	1,288,222	2,537,103
Constituencies, Innovation Fund and Shanker Institute	2,850,055	6,998,857
Funding Our Priorities	6,699,470	17,000,000
Governance and Operations	1,525,515	2,595,445
International and Human Rights	1,686,203	3,077,134
Legislation, Politics and Advocacy	3,771,917	6,458,118
Mobilization and Organizing	8,260,898	28,919,297
Research and Strategic Initiatives	295,758	266,339
TOTAL EXPENSES	\$ 93,684,025	\$ 188,150,000
NET EXCESS/(DEFICIT) OF INCOME OVER EXPENSES	\$ 511,778	\$ (2,000,000)

**Audited
June 30, 2023**

GENERAL FUND		
INCOME		
Per Capita Dues	\$ 174,801,780	
State AFL-CIO Collections	1,975,986	
Shanker Institute and Innovation Fund Reimbursements	1,436,595	
Associate Membership	2,465,735	
Program Administration	901,043	
Member Benefit Trust/Union Privilege	179,488	
Investments and Other Miscellaneous Income	1,935,127	
TOTAL INCOME	\$ 183,695,753	
EXPENSES		
Administrative Expenses	\$ 81,715,943	
Affiliations, Fund Allocations, Rebates, etc.	43,132,528	
Communications	2,561,463	
Constituencies, Innovation Fund and Shanker Institute	3,658,926	
Funding Our Priorities	12,921,565	
Governance and Operations	9,343,111	
International and Human Rights	1,647,487	
Legislation, Politics and Advocacy	6,975,958	
Mobilization and Organizing	22,103,320	
Research and Strategic Initiatives	113,331	
TOTAL EXPENSES	\$ 184,173,633	
NET EXCESS OF INCOME OVER EXPENSES	\$ (477,880)	

	Unaudited Dec. 31, 2023	Audited June 30, 2023
MILITANCY/DEFENSE FUND		
INCOME		
Per Capita	\$ 4,708,065	\$ 9,320,371
Locals Insurance	727,021	1,513,864
Investment Revenue and Market Adjustment	502,497	574,947
Contributions	—	—
Other	15,097	85,111
TOTAL INCOME	\$ 5,952,680	\$ 11,494,293
EXPENSES		
Professional Fees	\$ 5,426,351	\$ 10,340,545
Locals Insurance	1,311,907	2,765,979
Other	16,182	99,047
TOTAL EXPENSES	\$ 6,754,440	\$ 13,205,571
NET (DEFICIT)/EXCESS OF INCOME OVER EXPENSES	\$ (801,760)	\$ (1,711,278)

**Unaudited
Dec. 31, 2023**

**Audited
June 30, 2023**

SOLIDARITY FUND		
INCOME		
Per Capita	\$ 13,489,288	\$ 26,977,172
TOTAL INCOME	\$ 13,489,288	\$ 26,977,172
EXPENSES		
Grants to State Solidarity Funds	\$ 4,750,717	\$ 9,511,078
Ballot Initiatives and Campaign Expenses	3,066,155	7,683,046
State Affiliates Political Organizing	515,319	1,207,743
527 Solidarity Fund	3,211,667	14,560,354
TOTAL EXPENSES	\$ 11,543,858	\$ 32,962,221
NET EXCESS/(DEFICIT) OF INCOME OVER EXPENSES	\$ 1,945,430	\$ (5,985,049)

**Unaudited
Dec. 31, 2023**

**Audited
June 30, 2023**

BUILDING FUND		
INCOME		
Per Capita	\$ 487,742	\$ 980,640
Rent	—	—
Equity in Income of Limited Partnership	—	—
TOTAL INCOME	\$ 487,742	\$ 980,640
EXPENSES		
Rent and Operating Expenses	\$ —	\$ —
Other	—	—
TOTAL EXPENSES	\$ —	\$ —
NET EXCESS OF INCOME OVER EXPENSES	\$ 487,742	\$ 980,640



Education
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