

"Our faculty recognizes that the union can be a voice when their voice alone may not be heard."

–Denise Gaither-Hardy, assistant professor at Lincoln University in Pennsylvania and president of the university's AAUP local



"We are united in one thing: We want to benefit students. We want students to learn."

–Robert Chambers, communications professor at San Diego community colleges and AFT Guild member



"We have the collective power and legal right to win changes for ourselves and our students."

–Cathy Wagner, professor of creative writing at Miami University in Ohio and faculty organizer of the Faculty Alliance



The AFT is a solution-driven union led by members

AFT locals have a strong commitment to local autonomy and member-driven unionism. In our local unions, we negotiate our own contracts, and our own elected leaders determine our priorities. When needed, we seek assistance from the national AFT's legal, strategic, academic freedom, shared governance and organizing experts. Academic administration may claim that the AFT is an outsider, a "third party." This is not true. Our unions are member driven and member run. Local control by members is practiced and protected in both organizations' constitutions.

Being an AFT member has benefits

AFT + Member Benefits gives you access to a wide range of discounts and services. Our free student debt assistance has saved members tens of thousands on their student loan payments. Building on that work, our Fight for Affordability campaign offers a suite of new consumer empowerment tools and expanded debt and financial literacy clinics—including proven strategies to avoid debt pitfalls like payday loans, and to prevent and navigate medical debt. Our trauma benefit helps with counseling; and there are discounts for travel, rental cars, mortgages and more. These group benefits are possible thanks to our numbers: The AFT is 1.8 million members strong, backing you up on the job and making life easier outside of work as well. For more, go to **aft.org/member-benefits.**

Learn more about joining the AFT:

formaftunion@aft.org

Education | Healthcare | Public Services

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Why organize with the AFT?

Why belong to the AFT?



Education
Healthcare
Public Services

HIGHER EDUCATION FACULTY

Our union, the AFT, fights to secure a better life for those we serve and those we represent. Our members make a difference every day: educating students, caring for patients and strengthening communities—work that touches nearly every family in America.

The 1.8 million-strong AFT fights for good wages and benefits, a real voice at work, strong public schools and services, and accessible, affordable healthcare and higher education. We fight for a democracy that works for the people—not just the powerful—and we fight for the opportunities and pathways that allow all our students, families and members to thrive.



That mission is even more urgent today. Families are being squeezed by rising costs, new technologies are reshaping work and learning, and divisions are deepening across our country.

You are a vital part of this work. When members like you are involved, we build the power to achieve together what no one can accomplish alone.

Thank you for being part of your union—the AFT.

–Randi Weingarten, AFT president

Unions for faculty? Yes!

By joining the AFT—the largest higher ed union in the country—you become part of a nationwide movement to strengthen and transform higher education. Our Saving Lives, Building Futures, Powering the Economy initiative is a multiyear campaign that aims to make higher education truly affordable, create opportunity for our students, and strengthen and protect our communities. As extremists attempt to undermine higher education by defunding our public institutions and eroding the freedom to teach and learn, we are championing real solutions to ensure that our two- and four-year colleges and universities are:



- **Accessible and affordable** for all, so everyone has the opportunity to go to college without a lifetime of debt.
- **Just employers** for the faculty and staff who work on our campuses.
- **Beacons of freedom to teach**, free speech and knowledge creation.

You know the issues—and we do, too

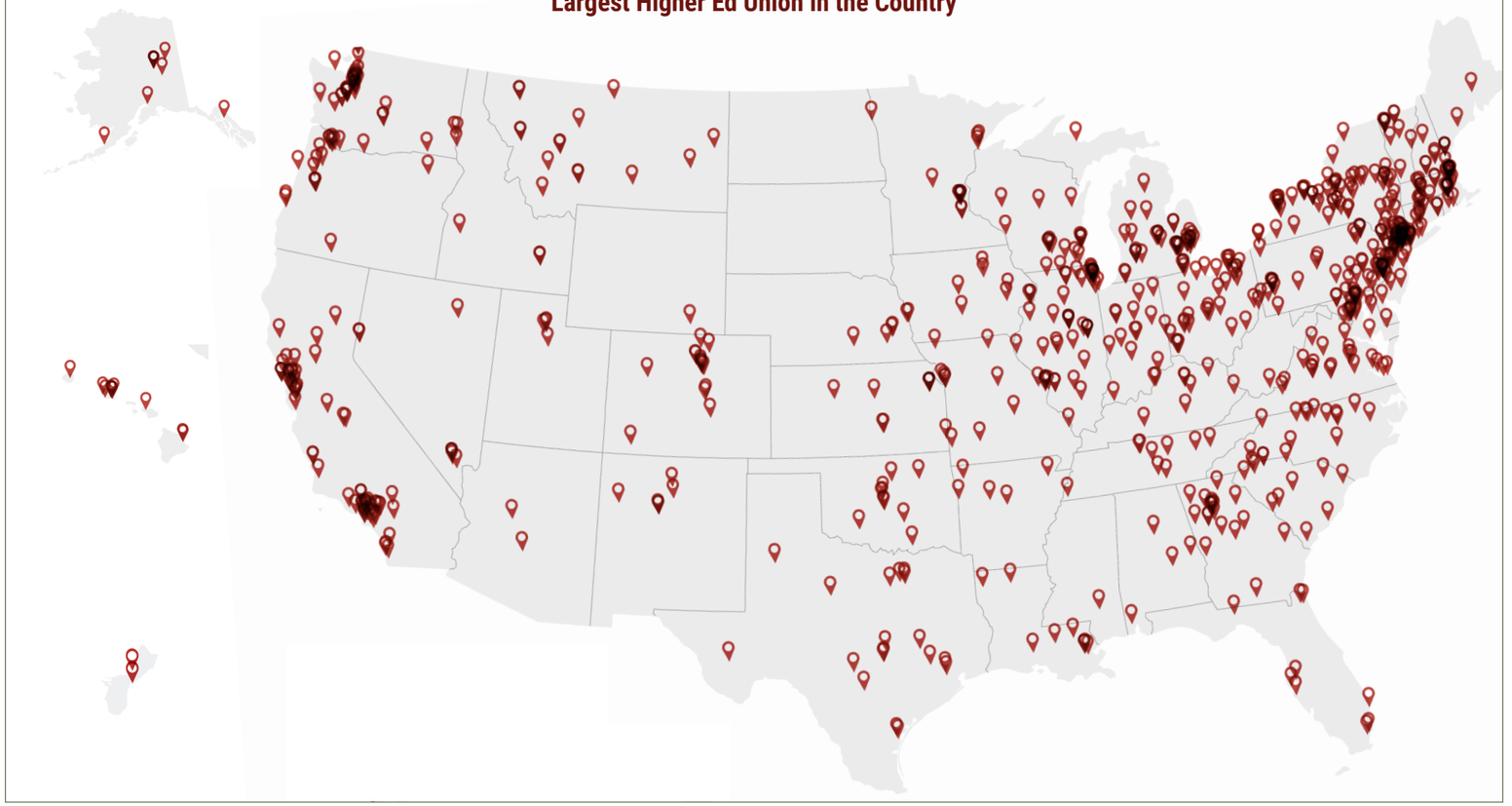
The AFT is more than 400,000 higher ed members strong, and rapidly growing. We represent 70 percent of all organized faculty in the U.S., and we're the fastest-growing union in the AFL-CIO. Our 1.8 million-strong general membership—including preK-12 educators and paraeducators, healthcare professionals and public employees—strengthens us even further.

In the face of unprecedented attacks on higher education, the federal government and our democracy, the AFT is fighting for our colleges and universities—and the opportunities they create for a better life for all. These attacks are on top of decades of disinvestment in our public colleges and universities, which have led to chronic underfunding, strapped students and families with debilitating debt, and replaced full-time faculty with a contingent workforce. We face program cuts, attacks on academic freedom and diversity, and exploitation of part-time faculty. On top of that, access to higher education and affordability continue to challenge those who simply want to get a higher education, build a stable life and contribute to their communities.



AFT HIGHER EDUCATION LOCALS AND CHAPTERS

Largest Higher Ed Union in the Country



Alone, we can't address these crises. Together, as a union, we can.

Become part of our movement. Fight for access, affordability and academic freedom. Bolster shared governance, fight legislative overreach, ensure job security and fair compensation, protect intellectual property rights and advocate for student success.



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 (Graduate Teaching Fellows Federation at the University of Oregon, Rutgers AAUP-AFT, Graduate Labor Organization at Brown University, Temple University Graduate Students' Association at Temple University, Graduate Employees' Organization at the University of Michigan)
- Protections for shared governance (Portland State University, Illinois State University, University of Oregon, University of Kansas)
- Academic freedom and intellectual property rights for online course content (Miami University in Ohio, Monmouth University)

Over the past 10 years, tenure-line faculty, contingent faculty and grad workers have won new unions at more than 75 colleges and universities.

We are higher education unionism

Our members work in every level of the professoriate—from endowed chairs to tenure-track, nontenure-track and part-time faculty; graduate workers; office staff; and academic counselors—in the public and private sectors. Our deep commitment to collegial decision-making and inter-departmental collaboration informs our organizing model and builds solidarity and union power.

Our advocacy chapters organize for collective power and professional voice

As a result of the American Association of University Professors affiliation with the AFT in 2022, we are higher education's most influential voice. Together, we advocate for policies that ensure higher education fulfills its commitment to the common good. Even where collective bargaining is difficult to achieve, AFT/AAUP members have successfully organized and influenced professional standards and education policy on campuses, in statehouses and at the national level.

For more information on forming an advocacy chapter on your campus, contact **organizing@aaup.org**.

The tax relief working families need

From groceries to gas to rent to healthcare, people are being squeezed in so many different directions today. That's why the AFT is backing the Working Americans' Tax Cut Act. This bill will put real money back into the pockets of working families, resulting in thousands of dollars more in take-home pay for working families each year. And with the rising prices of groceries, gas, rent, healthcare and everything else, it's never been more necessary! For more, go to **www.aftvotes.org/TaxCutAct**.