

"We need real raises that account for inflation losses and honor our experience and contributions. Our college is the heart of our city, and our labor is what keeps the heart beating. Through collective bargaining and collective action, we stand strong together in pushing our employer for these changes."

–Josephine Jones, department representative in the controller's office of the Community College of Philadelphia and campus representative of the Faculty and Staff Federation of Community College of Philadelphia, Local 2026



"Our colleges and universities work because we do. A union is essential in fighting for what is fair to workers and good for students."

–Brady Schwertfeger, LMS administrator at the University of Montana and member of the Federation of Classified University Staff, Local 8521



"Staff are an integral part of every organization but are frequently overlooked. Our union gives us a powerful voice and protections. They have our back so that we can focus on our work."

–Josephine Nagle, program administrator at Rutgers Law School, member of the Union of Rutgers Administrators, Local 1766, and secretary of AFT New Jersey

"Being part of a union means we have a real voice in university policy, from how our jobs are managed to how well we can serve our students. Being part of a union means being a powerful part of the university community."

–Carla Johnson, senior academic adviser at Governors State University and recording secretary for the University Professionals of Illinois, Local 4100



Join the union

Now is the time to join with the thousands of staff members on hundreds of campuses across the country who are standing up and having a say!

With more than 400,000 higher ed staff and faculty and 1.8 million total members, the AFT has the clout and experience to fight for what our students and institutions need.

And we need that muscle.









Learn more about joining the AFT:
Email **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 STAFF

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

It's about respect

And it's about empowering higher education staff to help our students thrive. It's about dignity, fairness and a voice in our workplaces. It's about career ladders that allow us to develop and grow. It's about funding for departments and programs, healthcare benefits, tuition remission, remote work policies, safe campuses and anti-bullying guidelines—because better working conditions for staff mean better learning conditions for students.

Staff at colleges and universities have a host of concerns, but too often we are dismissed and disrespected. When we stand together, we can speak and be heard.

Working in higher education is more challenging than ever, with the unprecedented slashing of federal grants and other funding streams, exacerbating staffing shortages, layoffs and budget cuts that threaten vital services for students, and attacks on free speech puts our job security at risk. Campus staff keep it all moving, making sure our colleges and universities are places where students can thrive. We want to preserve the programs that provide students with the support and services necessary for their academic success. And for our work, we deserve fair pay and benefits. We want respect on the job and a place at the table when policies that affect our work lives are being crafted and changed.



Alone, we can't win all these things. Together as a union, we can. And together as part of the labor movement, we will fight for and win freedom and opportunity for all, which only comes with a real democracy—one that delivers for working people, not just the wealthy.

The AFT continues to grow!

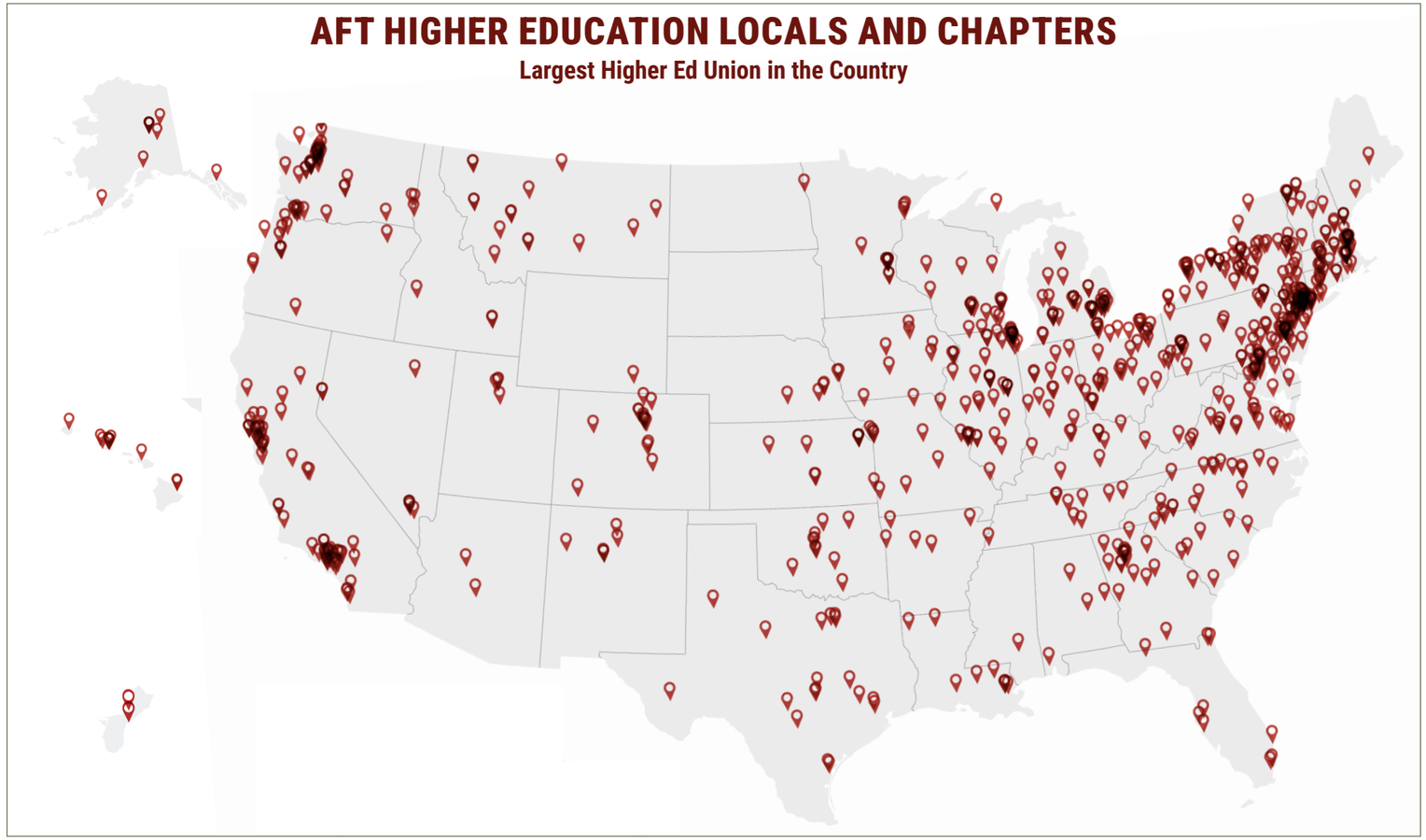
Just last year, the following campuses unionized:

University of Kansas, University of Michigan staff, Michigan State University staff, Ohio University and four campuses in Maryland: Hagerstown Community College, Chesapeake Community College, Community College of Baltimore County and Baltimore City Community College.

AFT unions are solution driven around the issues that plague campuses—when layoffs shrink your staff and create fear over who might receive the next pink slip. Together, we focus on increasing public funding and ending job insecurity with strong contracts and policies that protect all college staff. We're also advocating for better professional development opportunities and real due process rights for staff. Pushing for repairs to crumbling, unsafe buildings. Fighting bullies and systemic racism baked into the institution. We believe in higher education as a public good and will always fight for access, affordability and academic freedom.

AFT HIGHER EDUCATION LOCALS AND CHAPTERS

Largest Higher Ed Union in the Country









We represent

The AFT is librarians, IT professionals, program directors, academic counselors, administrative assistants and people who work in labs, university presses, housing, dining, maintenance and more. We work at every kind of institution of higher learning. The camaraderie we develop across job titles drives us to support one another and build union solidarity and union power.

The AFT is a grassroots union led by members

In AFT local unions, we negotiate our own contracts and vote for leaders from our ranks who determine our priorities and seek assistance, when needed, from the national AFT's legal, strategic and organizing experts. When organizing a union, we have found that administrators may feel threatened and claim that the AFT is an outsider, a "third party." This is not true. Local control by members is practiced and protected in our constitution. All AFT members are empowered to:

- Be leaders and elect our leaders;
- Serve on committees and help negotiate contracts; and
- Participate in labor-management problem-solving.

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**.

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, 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.**