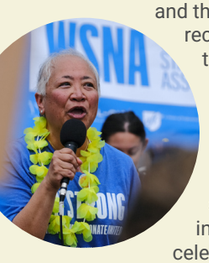
"I'm active in my union because it's my professional association. That professional camaraderie and collaboration is so important. And as a person of color, I love being part of the WSNA [Washington State Nurses Association], my local union and the AFT because it's truly a diverse union that recognizes that nursing itself is more diverse than it's ever been—it's not just a 'white female' profession anymore. That's very meaningful for me, because it was my uncle, a Filipino nurse who went on to be a nursing facility supervisor, who inspired me to become a nurse in the first place and is now inspiring me to get my master's in nursing. I love that the AFT embraces and celebrates RN diversity."



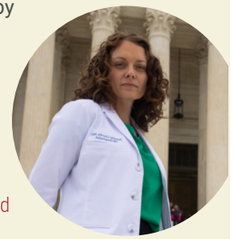
–Edna Cortez, registered nurse at Seattle Children's Hospital and vice chair of the Cabinet on Economic and General Welfare for the Washington State Nurses Association

"Without collective bargaining, the reality is that there is no security regarding anyone's future in employment or benefits. No matter how stable an organization seems or how employee- or clinician-friendly they have been, without a collective bargaining agreement there is no reliable way to hold an employer accountable. The challenge that physician assistants and many other health system employees have had through the years has been a lack of consideration of the impact of decisions on each role."



–Alexandra Tiefel, physician assistant at Michigan Medicine Brighton Health Center and chief steward of United Physician Assistants of Michigan Medicine

"I'm a union physician with the AFT because I've seen doctors' voices being drowned out by administrators who center profits over patients. We took an oath to provide the best care we can for our patients, and it is increasingly difficult to do this when our voices and expertise are ignored."



–Jennifer Lincoln, hospitalist at Providence St. Vincent Medical Center and member of Northwest Medicine United

… then we NEED to organize with the AFT!

For years, too many hospitals and healthcare corporations have put their bottom line ahead of patient care and worker safety. They are revenue driven, but we are care driven—and we're fighting for our patients, our communities and each other. Together as a union, we can build power, voice and respect.

Landmark contracts coast to coast: AFT nurses at Oregon Health & Science University bargained a contract with strong staffing that considers patient acuity and complexity, relief for breaks, paid training for de-escalation and trauma-informed care, major improvements to workplace safety and historic 37 percent average wage increases. AFT RNs at Good Samaritan Hospital in Washington state won a contract with staffing plans, 12-24 percent raises in the first year, ratification bonuses, dedicated breaks for nurses, and a charge nurse and flex nurse for each unit. Health Professionals and Allied Employees locals in New Jersey—at Cooper University Medical Center, Englewood Medical Center and Palisades Medical Center—won strong new staffing ratios, highlighting how collective bargaining has become a critical tool in the fight for safe staffing in hospitals.

Doctors and APPs stand shoulder to shoulder: Faced with crushing administrative overload, moral injury over patient care inequities and corporate owners who put profits over patients, physicians are organizing! More than 5,000 doctors from New York to Oregon have organized with the Union Physicians of AFT. In February 2025, physicians, advanced practice nurses and physician assistants in the emergency department at Providence Medford Medical Center in Oregon unanimously ratified a first contract with a 20.7 percent hourly wage increase. The contract also includes key workplace safety provisions and a joint union/management Emergency Medicine Resource Committee.

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**.

PROFESSIONAL ISSUES CONFERENCE
We're accredited: Meet us at the PIC!

AFT Nurses and Health Professionals is accredited as a provider of continuing education by the American Nurses Credentialing Center. Our annual Professional Issues Conference (the PIC) offers a range of workshops for professionals in every type of healthcare setting. All are welcome at the conference. Our locals also negotiate continuing education/training benefits in contracts with paid professional leave and tuition reimbursement.

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06/26

Why organize with the AFT?

Why belong to the AFT?

To defend patient care and our professions.



Education Healthcare Public Services

AFT Nurses and Health Professionals

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

If we WANT …

- Safe patient limits;
- Solutions to workplace violence;
- Predictable schedules without mandatory overtime;
- The power to create a culture of caring and healing for our patients and ourselves;
- A real voice in workplace decision-making; and
- Fair and transparent salaries and benefits.

Fighting to protect healthcare in America as new threats mount

The healthcare system—already reeling from decades of corporatization, understaffing and cruel inequities in patient access—now faces new existential threats:

- The potential for Congress to cut billions from Medicaid, and the devastation that would inflict on the 72 million Americans who rely on this vital program—and on healthcare institutions, especially hospitals in high-poverty and rural areas.
- Massive cuts to federal research funding, programs and staff, and the resulting damage to academic medical centers.
- The slashing of federal and state funding for crucial programs, including infection control, violence prevention, air quality and health equity.
- The healthcare politicization of immigration policy, with patient-care settings no longer excepted from immigration enforcement.

Our union is fighting to protect vital funding, programs and services: In the courts. In the court of public opinion and Congress. In the communities we mobilize. In our facilities, where we are training clinicians and patients alike to know patients' rights.



The healthcare system in crisis

Drastic understaffing is leading to crushing workloads and exacerbating mandatory overtime, extended shifts, constant fatigue and worker injuries. Skyrocketing rates of workplace violence are making hospitals some of the most dangerous work environments in America.

That's why we launched Code Red, our national multiyear campaign to secure safe staffing limits and other crucial protections to improve the quality of care. From state and federal legislation requiring safe patient levels, to enforceable workplace violence standards and collectively bargained contracts that help recruit and retain frontline caregivers, we're there for our patients.

AFT Nurses and Health Professionals: Fighting for our patients and our professionalism

The AFT is the fastest-growing healthcare union in the United States. We fight for union contracts and policies that include:

- The right to advocate for high-quality care without fear;
- A voice in daily operations for the entire care team;
- Safe staffing language for everyone—from RNs and hospitalists to techs, lab assistants and housekeepers;
- Ending mandatory overtime and "floating" or "pulling" without appropriate training or experience;
- Protections from violence on the job and from safety risks like bullying, patient lifting, repetitive stress and needlestick injuries, and exposure to bloodborne pathogens and chemicals;
- Compensation and respect that honor our expertise; and
- Workplace fairness without favoritism or discrimination.



A community of colleagues who advocate for our patients and our professions

We represent more than 250,000 nurses and healthcare professionals, including RNs, hospitalists, techs, therapists, nurse aides, lab assistants, housekeepers and other jobs across a wide range of settings:

- Hospitals;
- HMOs and healthcare systems;
- Long-term care facilities;
- Home healthcare;
- Schools and other public health settings;
- Veterans facilities;
- Dental clinics;
- Public health agencies;
- Blood centers;
- And more.

AFT Nurses and Health Professionals is part of the national 1.8 million-member AFT. As a union of healthcare, education and public employees, we fight for better lives for the patients, students and communities we serve. Together, we have the power to be heard from the negotiating table to the statehouse to Capitol Hill.

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 we seek assistance, when needed, from the national AFT's legal, strategic and organizing experts. When organizing a union, we have found that managers 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 UNION ADVANTAGE for healthcare professionals

WAGES AND BENEFITS

Workers who join together in unions have higher pay and better healthcare and retirement benefits than nonunion workers, and the advantage is especially strong for Black, Hispanic and female workers as well as workers with disabilities.

NEGOTIATIONS

In healthcare, AFT members made a name for themselves by negotiating innovative contracts that set high standards for pay and benefits. Many AFT NHP members are now among the highest-paid health professionals in the nation. When our members negotiate a union contract collectively, our pay and benefits are secure—they're in writing and cannot arbitrarily be cut.

OUR SPIRITUAL BOND

A union is you, me and our co-workers. We look out for our patients and each other. We are visible: wearing buttons, reminding managers of the rules and defending our principles together. We "have your back" in other ways, too: trainings, social media campaigns, a message on the bulletin board, a cup of coffee or a kind word on a busy day.





To win, speak up with one voice

Alone, an individual does not have the resources or force to bargain, advocate or lobby. Together, our local unions can take on "bad actors"—and win.

A watershed moment for safe staffing: In Oregon, after years of organizing and political action, AFT healthcare affiliates and the broader labor movement won a historic safe staffing law that has robust penalties for noncompliance. It promises to be the strongest statement in the fight for fair and just staffing for our patients and for us. In Washington state, legislation was passed to improve prior safe staffing laws, and in Connecticut, AFT members were able to change the game on safe staffing with key enforcement provisions. AFT affiliates have introduced legislation in several other states.

A powerful movement for healthcare workers in Vermont: Massive campaigns in a vast majority of the state's acute care hospitals over the past few years have brought the rights and voice of union representation to thousands of new members. As a result, safe staffing and a minimum wage of $20 an hour are now the standards for most healthcare providers.

University of Michigan healthcare workers stand up for high-quality care: United Michigan Medicine Allied Professionals reached one of the best first contracts for allied health professionals in the country. The three-year contract includes significant raises reflecting job titles and experience, a meaningful voice in staffing, paid breaks, improved leave, strong protection against unfair discipline, and new workplace safety language, including recourse to expedited arbitration and establishment of a Joint Health and Safety Committee.

