



Education
Healthcare
Public Services

Fighting for a Better Life for All



STATE OF THE UNION

2024–26



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



We are in an era of massive disruption.

Artificial intelligence is triggering seismic shifts in virtually every aspect of society. Economic immobility and the affordability crisis are squeezing working- and middle-class families and pushing those living in poverty over the edge. Addictive technology and social media platforms are deepening anxiety and depression—especially among our youth. Public education and higher education are under attack. Millions of people living in the wealthiest country in the world lack access to healthcare. Climate catastrophes are threatening all life on earth. And the democracy we have built over 250 years is being assaulted from within.

In President Trump's America, extreme wealth yields extreme power. Elon Musk, who recently became the world's first trillionaire, plus the roughly

1,000 billionaires in the United States have the power to affect the lives of everyone in this union and in this country. The power to influence policymaking. To buy elections. To stoke division. To undo social progress. To sway financial markets, monopolize the media and cement grotesque inequality.

Pay-to-play seems to be the motto of Donald Trump's second presidency. Oil companies, big banks, tech titans, tax cheats and others who have made large contributions have received favorable treatment from the Trump administration. At least half of the known corporate donors to Trump's White House ballroom project have won or expanded federal contracts worth more than \$50 billion during the past six months. (And yet, because of Trump's big ugly bill, more than 770,000 children have been dropped from the Supplemental Nutrition Assistance Program.)

Millions of American voters believed Trump's promises to end inflation and make America affordable again on "day one." It's been over 500 days since he took office, and he's calling the affordability crisis a "con job" and a "Democratic hoax."

But our AFT/Protect Borrowers survey of more than 7,500 AFT members released in February shows just how deep the affordability crisis goes. The survey results are heart-wrenching: Members relying on food pantries. Unable to afford gas to get to work. Delaying retirement to help their adult children pay for housing. Forgoing

medical care. Fearing foreclosure. Taking on second and third jobs. As one member put it, "I cannot sleep, [I am] waking up worrying about money. I have to charge groceries on my credit card to buy food for my child.... I'm a stressed-out mess."

We live in perilous times. But the union movement, our movement, is about understanding and listening to the frustration and fighting back. We are fighting for a better future—in the courts and the court of public opinion, in Congress and in the streets. By organizing, mobilizing and bargaining, and through the work we do.

We have stopped some of the worst abuses of power in the courts by forcing the Department of Education to restore access to student loan repayment programs and to process applications for loan forgiveness, and by preventing the Trump administration from conditioning Title I school funding on eliminating programs that help the most vulnerable students and on prohibiting teaching accurate history.

Just as important as stopping the abuse of power is what we do to make life better. We're trying to make our communities better, make our country better, make our members' lives better. Those we educate. Those we heal. Those we protect. Those we represent. That's solution-driven activism. Our union has been busy literally every day in court or on the streets—this is why fascists fear teachers and all of us who stand up for democracy, dignity, fairness and opportunity for all.





We are fighting
for a **better
future**—in the
courts and the
court of public
opinion, in
**Congress and in
the streets.**

Our union proudly stands at the intersection of the three ways regular folks in America gain power: through public education and higher education, the labor movement and voting.

The skills and knowledge people get through education—pre-K through college—expand opportunity. That’s power. Unions enhance workers’ agency and economic well-being. That’s power. Voting helps ensure officials answer to their constituents, and AFT members have the numbers to make the difference in enough congressional districts to flip control. That’s power. And that poses a threat to people who want to cling to power.

As you’ll see in this report, when we fight, we can notch big wins. That’s why the AFT is the fastest-growing union in the AFL-CIO. When I became president in 2008, we had 1.4 million members. Today, we have 1.85 million! Since 2022, we’ve added more than 270 new units with over 70,000 new members.

And our existing locals are winning great contracts. Here are a few highlights: The United Educators of San Francisco reversed decades of cost shifting onto educators by winning premium-free health insurance for employees and their families. AFT RNs at Good Samaritan Hospital in Washington won a contract with staffing plans, 12-24 percent raises in the first year and dedicated breaks for nurses. Four of our higher education locals—UC-AFT, Rutgers AAUP-AFT, AAUP-AFT Wright State University and Portland State Univer-

sity-AAUP—have won job security for nontenure-stream faculty with presumptive reappointment after several years of service and multiyear appointments for adjuncts. The Jefferson Federation of Teachers in Louisiana gained computer training for PSRPs and increased pay for paraprofessionals who substitute.

But organizing alone is not enough. Our programs and campaigns are how we actually try to ensure a better life.

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 both an increase in the federal minimum wage to \$25 per hour and the Working Americans’ Tax Cut Act. These bills will put real money



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back into the pockets of working families. And with the rising prices of groceries, gas, rent, healthcare and everything else, it's never been more necessary. (For details, go to aftvotes.org/TaxCutAct.)

But we're not just waiting for this legislation to pass—our members need help today. Being part of a union means having support when life gets harder.

For many working families, debt is piling up fast. Through the AFT's new Fight for Affordability campaign, members can access tools, videos and resources to help navigate medical debt, credit card debt, debt collectors and other financial challenges—including support and protections many people don't realize they're entitled to. Our campaign includes free, live Affordability Clinics with help on reducing medical debt, manag-

ing student loans, dealing with your credit score and understanding your consumer rights. (For more, go to aft.org/affordability.)

Being part of a union also means having a voice at work.

Take our Code Red campaign. 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. Code Red is 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.

Our fight is especially crucial now, as the healthcare system—already reeling from decades of corporatization, understaffing and cruel inequities in patient access—faces new existential threats as cuts to Medicaid and the failure to extend subsidies for marketplace insurance mean millions losing access to care, while massive cuts to federal research funding, programs and staff are wiping out lifesaving advances and damaging academic medical centers. And since hospitals are no longer protected from Immigration and Customs Enforcement raids, we are training clinicians and patients alike to know patients' rights.





In the face of unprecedented attacks on higher education and the foundational right to free speech, our union is also fighting for our colleges and universities. Decades of disinvestment in our public colleges and universities have led to chronic underfunding, strapped students and families with debilitating debt, and replaced full-time faculty with a contingent workforce. Now, we also face drastic cuts in federal research funding, 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.

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, fair employers for the faculty and staff who work on our campuses, and beacons of students' freedom to learn and faculty's freedom to teach and research.

We're also fighting for our kids to have a better life. Young people are resilient, but too often, the kids are not all right. A major reason is that they are drowning in tech. As I explained in a speech at the National Press Club in May, cellphones and social media are making our kids sedentary, solitary, anxious and depressed. On top of that, there are growing concerns about the adverse effects of all this tech on students' cognition, attention and achievement.

Now, with artificial intelligence, we are at a crossroads that will define the future of work and society. Without proper oversight and strong guardrails, there will be real dangers to our safety and privacy, the climate and the very fabric of society. Through initiatives like the National Academy for AI Instruction, the Share My Lesson AI hub and targeted professional development, the AFT is working to ensure educators lead the responsible and ethical use of artificial intelligence to enhance—not replace—human relationships in classrooms.

I'm not calling for an AI ban or a Chromebook bonfire. What I am calling for is getting the balance right to harness the benefits of technology while mitigat-

ing the harms. (You can get all the details on my 10-point plan to boost learning in the AI era at aft.org/DevicesDown.) I sum it up as a “devices-down, eyes-up, hands-on” strategy. To really prepare young people for complex challenges, our true goal is to have students who can work together and problem solve. They must be able to pool their collective knowledge, strengths and perspectives, because today's problems are greater than each of us, but they are not greater than the sum of us.

These are just some examples of the fights we have taken on. You'll see more of our fights in the pages that follow. However, given the times we are in, without winning majorities in Congress and in statehouses, everything will continue to be an uphill battle. These elections are critical to meet the needs of people—to make things better, not just to stop things from getting worse. We go into this political season with our path determined by that core principle—fighting for a better life, the issues we care about and our values—not by political parties. That's who the AFT has become. We care. We fight. We show up. We vote. For a better future for the people we serve, who every single day make a difference in the lives of others.

In unity,

Randi Weingarten
AFT President



THE VALUE OF **Belonging**



Education
Healthcare
Public Services

We care, we fight, we show up and we vote.



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 1.85 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



FIGHT FOR AFFORDABILITY

Being part of a union means having support when life gets harder. Through the AFT's new Fight for Affordability campaign, members can access tools, videos and resources to help navigate medical debt, credit card debt, debt collectors and other financial challenges—including support and protections many people don't realize they're entitled to.

Visit aft.org/affordability to join the fight.

STUDENT DEBT RELIEF: More than **1 million** public service workers have had **\$78 billion** in debt forgiven due to the AFT's advocacy. AFT members have saved an average of over **\$60,000**.



BUILDING STRONGER Union Leaders

1,000+ union leaders and activists trained every year through the AFT Union Leadership Institute

- Bargaining teams trained in collective bargaining best practices
- Training on every aspect of running a strong union
- Shop stewards, officers and executive board members prepared to lead

Email uli@aft.org for regional and national course schedules.



We Fight Back! FIGHTING IN CONGRESS, THE COURTS AND THE COURT OF PUBLIC OPINION TO PROTECT:

- Public education from political attacks and privatization
- Your privacy and Social Security data from overreach by the federal government
- Access to higher education and preserving research
- Vital public services that support our work, such as the Federal Mediation and Conciliation Service and the National Institute for Occupational Safety and Health
- Funding for higher education, public schools and public services and hospitals
- Medicaid, Medicare, Social Security and SNAP from harmful budget cuts
- Legislation we fought for and passed: the Social Security Fairness Act





1.85 Million Members Strong

3,870 active union and retiree affiliates

Across all **50 states**, Washington, D.C., three territories, and overseas

SINCE JULY 2022:

70,000+ new members organized

272+ new units organized

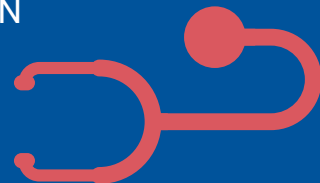
Thousands of contracts negotiated—including **140+** first collective bargaining agreements in the last two years



FASTEST-GROWING Healthcare Union IN THE NATION

130+ new healthcare units organized since 2022

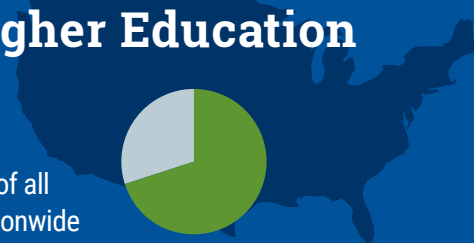
Including **doctors, nurses and techs**



NO. 1 FOR Higher Education

400,000 higher ed members

Representing **70%** of all organized faculty nationwide



Unions = More Pay + Better Benefits

+12.8% pay

Union workers earn more than nonunion workers.

+16.4% pay

Hispanic union workers earn more than nonunion peers.

+12.6% pay

Black union workers earn more than nonunion peers.

1.7× more wealth

Union households build more wealth.



4× More likely to have a retirement plan.



16.5 million strong

Union membership at a 16-year high.



+\$7,209 per student

More investment in public schools in high-union states.



PAID SICK DAYS:

93% union | 74% nonunion



HEALTH COVERAGE:

95% union | 71% nonunion



Health and Safety

IS UNION BUSINESS

62,000 members trained in:

- Hazard mapping and workplace inspections
- OSHA training to protect rights and enforcement
- Emergency response, CPR and AED
- Crisis preparedness and incident response



Professional Learning

GROWING OUR SKILLS. GROWING OUR POWER.

450+ locals involved • **50,000+** members engaged • **3,500+** trainers trained



Teacher Leaders PROGRAM

50+ affiliates • **2,800+** participants

Teachers leading in their schools, unions and communities!



BUILDING Community Schools

AFT affiliates across **28 states** have helped launch nearly **1,000 community schools** through the AFT Community Schools Network.





**sharemy
lesson**



2.2M members

134M page views

17M downloads

420,000 resources



NATIONAL ACADEMY FOR AI INSTRUCTION

12,000+ members trained
on AI and the future of work.

Helping locals navigate
AI, screen use and other
technology changes while
**protecting workers on
the job.**

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



Education
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Commonsense Guardrails for Using Advanced Technology in Schools



UPDATED MARCH 2025



**READING OPENS
THE WORLD**



**FIRST
BOOK**

11 million+ free books DISTRIBUTED SINCE 2011
THROUGH THE AFT/FIRST BOOK PARTNERSHIP

500+ community events across
36 states, D.C., Puerto Rico and
the U.S. Virgin Islands since 2022

200,000+ AFT members connected to books,
classroom resources and supplies for students
and families in need

**¡Colorín
colorado!**



38M unique
visitors to the website

110M page views

1,000+
instructional videos

Literacy tip sheets for
parents in **16 languages**

LIBRARY OF
CONGRESS 2025
**LITERACY AWARD
HONOREE**



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

MEMBER BENEFITS THAT **HAVE YOUR BACK**

Free trauma support:

Help and healing after covered workplace or personal trauma

\$5,000 AD&D coverage:

Free accidental death and dismemberment insurance for members and retirees

45+ member discounts:

Exclusive savings and members-only programs



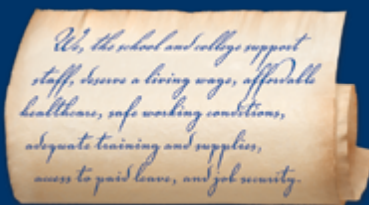
Constitutional Rights AND Know Your Rights TRAININGS

AFT trainings help members and families navigate immigration enforcement encounters with confidence and care. Through community partnerships, multilingual resources and practical guidance, the AFT has reached **thousands nationwide** to help **protect students, patients, educators** and **families**. Our schools, campuses and healthcare facilities must remain places of safety and support—not fear.

For news and resources, visit aft.org/immigration.



PSRP BILL of RIGHTS



The PSRP Bill of Rights is a declaration of all the **deeply important work that school and college support staff do**. We are working at the federal level to pass the Paraprofessionals and Education Support Staff Bill of Rights and the living wage legislation that followed shortly thereafter, called Pay Paraprofessionals and Support Staff Act. Efforts are underway in the states to enact similar legislation.

Learn more at aft.org/what-psrp-bill-rights.

TOGETHER WE RISE CITIZENSHIP PROGRAM

The AFT has helped support more than **2,300** lawful permanent residents on their journey to becoming U.S. citizens.

Strengthening families, communities and democracy.

For more information, visit aft.org/citizenship.



Your Voice Matters!

#AFTvotes • AFTvotes.org

89% of registered AFT members voted, compared to just 65% of the general public.

85% of AFT members are registered to vote, compared to 73% of the general public.

AFT MEMBERS WANT ACTION!

84% of AFT members want to stay informed about federal actions that impact members and their profession.

71% of AFT members want the AFT to be involved in politics and elections on the national level.

HOW WE BUILD POWER!

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

- Register voters
- Mobilize voters
- Connect members' issues to the ballot box
- Bring member voices to elected leaders
- Fight for working families



Fighting for a Better Life for Our Families, Our Students and Our Communities

Thanks to years of disciplined organizing, coalition building and message alignment, in 2026 the **Alaska Public Employees Association/AFT** and partnering public-sector unions succeeded in moving legislation to restore defined-benefit pensions for all Alaska public employees further than at any point since pensions were eliminated in 2006. Although the governor vetoed the bill, it was a historic accomplishment for the bill to make it to his desk. APEA/AFT proved that restoring pensions is popular, bipartisan and achievable. And with the current governor term-limited, Alaska now has a genuine opportunity to finish the job.

* * *

The **American Association of University Professors-Biomedical and Health Sciences of New Jersey**, an affiliate of the **Rutgers AAUP-AFT**, welcomed 150 physician faculty at the Robert Wood Johnson Medical School in 2025.

* * *

After decades of work on campuses and in the Legislature, the nontenure faculty at the University System of Maryland—with the support of **AFT Maryland**—have won the right to collectively bargain. Nontenure faculty on the 14 campuses are now organizing.

* * *

Over the past two years, **AFT Massachusetts** has been fighting for its members and communities by advocating for more than 65 state bills (including legislation that would give up to 8,000 educators access to a preferred retirement system), hosting annual lobby days in which more than 150 members spoke to legislators, ratifying 34 contracts to bring better pay and benefits to over 18,000 members, holding over 50 trainings for members, achieving first contracts for four new units and supporting a fifth in forming a union, blocking charter school expansion in two communities and fighting for increased benefits for City of Boston retirees. AFT Massachusetts also anchors the MA Fight Back Table and recently organized a Solidarity School that brought together over 70 organizations. And it was a major partner making this year's No Kings Day and May Day rallies huge successes, protecting our rights and democracy.

* * *

Throughout 2025, **AFT New Jersey's** leaders and members phone banked, knocked on doors and spoke to community allies to get out the vote for Mikie Sherrill and other pro-public education and labor candidates. They won big, taking the governor's race by the largest margin in over 10 years and flipping legislative districts to create a supermajority in the New Jersey

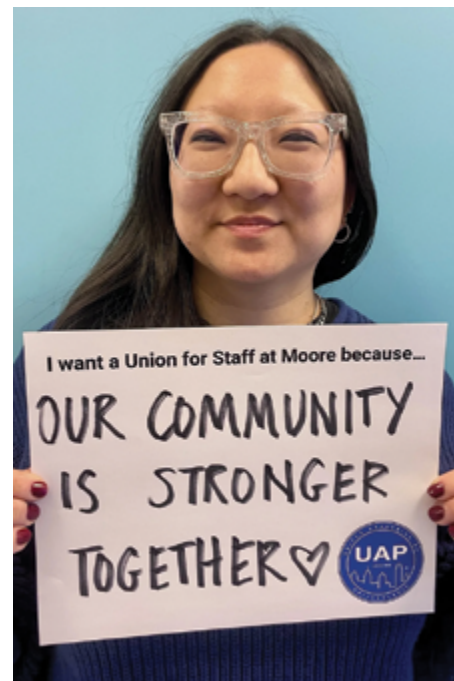
General Assembly. Now they are building even stronger GOTV and legislative structures to raise their political profile throughout New Jersey.

* * *

Since 2024, **AFT New Mexico** has been building power by organizing four new locals, adding four new units to existing locals and achieving majority status in two locals. Adding hundreds of members is paying off: Recent legislative victories include historic increases in healthcare coverage, restoration of funding for the grow-your-own teaching program, better pay for school nurses, enhanced Public Service Loan Forgiveness for adjunct faculty, increased flexibility in rural areas for teacher residencies and depoliticization of higher education boards of regents.

* * *

In 2025, along with welcoming two new bargaining units and supporting five locals in negotiating contracts, **AFT Pennsylvania** was highly engaged in legislative and community work. With AFTPA's support, a member was elected to the Pennsylvania House of Representatives, the state Legislature increased funding for public schools, three endorsed state Supreme Court justices were retained and six of seven endorsed school board candidates were elected. AFTPA also organized No Kings events,





hosted a voter registration event with the League of Women Voters of Bucks County, showcased career and technical education at Pittsburgh Westinghouse Academy 6-12 with Lt. Gov. Austin Davis, and hosted an advocacy day for members to be heard by state legislators.

* * *

Protect Utah Workers, a labor coalition that includes **AFT Utah**, gathered more than 250,000 signatures and succeeded in pressuring the Legislature to repeal a ban on public sector bargaining.

* * *

Asociación de Maestros de Puerto Rico members fought for years to win the back compensation that teachers had earned—and in June, they won. More than \$90 million in state funds have been allocated to address long-overdue payments for more than 5,850 educators in the Teachers' Career Program.

* * *

Bennington College United, the faculty and staff union at Bennington College in Vermont, won voluntary recognition from their employer in 2024 and their first contract in June 2025.

* * *

The **California Federation of Teachers** successfully advocated for a bill that secures the right of all part-time community college faculty in the state to negotiate termination provisions, or due process rights, when faced with a potential loss of employment. And thanks to the CFT's advocacy at the state and local levels, 94 percent of part-time faculty who are CFT members now have access to healthcare

benefits, with 72 percent having access to the same benefits as full-time faculty.

* * *

In December 2025, a supermajority of Columbus Metropolitan Library workers submitted signed union authorization cards to Ohio's State Employment Relations Board, initiating the union election process. The staff worked together and formed **CML United**. This is their fourth attempt to form a union in recent years—but the first attempt supported by the **Ohio Federation of Teachers** and the AFT. CML United is determined to fight back against the anti-union campaign, win certification and start bargaining its first union contract before the end of 2026.

* * *

The **DC Alliance of Charter Teachers and Staff** grew from 200 people at one Washington, D.C., charter school to more than 700 at four schools over the last couple of years, winning first contracts at two of the three newly organized schools and currently wrapping up the third.

* * *

Education West Virginia was formed in 2025 through the merger of the West Virginia Education Association and AFT-West Virginia after a vote by each organization's delegates. This was a deliberative process almost three years in the making that builds on the strengths of the former organizations and amplifies our power and advocacy, creating a strong, unified voice for our state's educators. This historic merger was the first statewide merger of AFT and NEA affiliates in a non-collective bargaining state. EWW's combined power is showing:

Through political engagement, two EWW-endorsed state Supreme Court justices were elected, and the union has achieved a noticeable shift in the public narrative on the state's school voucher program, with a significant increase in citizens calling for guardrails and accountability.

* * *

In December 2025, the 1,500-strong **Hawaii Nurses and Healthcare Professionals** union—which represents nurses, nurse practitioners, respiratory therapists and laboratory professionals at Kaiser facilities across the Aloha State—voted to affiliate with the AFT. HNHP President Teri Carvalho Luke said: "The decision to affiliate with the AFT marks a new chapter for our union, the HNHP, that builds on our strength, expands our reach and affirms our shared belief that we will be stronger together."

* * *

The staff at Moore College of Art & Design won voluntary recognition in April 2026, form-





ing the **Moore Staff Union** and affiliating with the **United Academics of Philadelphia**.

* * *

In 2025, legislative victories by **New York State United Teachers** included a bell-to-bell ban on cellphones to support distraction-free learning and universal free breakfast and lunch for all New York students so no student has to try to focus while hungry. And in 2026, NYSUT, the **United Federation of Teachers**, **Public Employees Federation** and **United University Professions**, along with other New York unions, won major improvements to Tier 6 of the state pension plan, bringing over 100,000 members closer to a fair and dignified retirement.

* * *

Northwest Medicine United recently secured a historic first contract for Legacy hospitalists that features groundbreaking physician-to-patient ratios to protect patient safety. Since its 2015 origin with 60 physicians at PeaceHealth Sacred Heart, the union has exploded to nearly 1,000 clinicians across 15 bargaining units in Washington and Oregon in the last three years. This rapid growth across four major health systems solidifies NWMU as a dominant force in the movement to give clinicians a voice in their practice and workload.

* * *

In October 2025, nearly 5,000 members of the **Oregon Federation of Nurses and**

Health Professionals at Kaiser Permanente in Oregon and Southwest Washington engaged in a five-day strike in coordination with tens of thousands of fellow Alliance of Health Care Unions members to win a fair contract. The strike—along with sustained member action, community pressure and legislative pressure—resulted in a contract for OFNHP members with the largest economic increases ever achieved, contract alignment for all OFNHP Kaiser members moving forward and a professional voice in issues like artificial intelligence.

* * *

Thousands of nurses and healthcare professionals have organized to join the **Oregon Nurses Association** in the last two years. Over 2,000 nurses at Legacy Health organized with ONA. Hundreds of technical staff and professional staff at Providence Health System have organized just this year.

* * *

In early 2025, nearly 5,000 healthcare professionals across the Providence system in Oregon launched the largest healthcare strike in state history, uniquely coordinated across 11 bargaining units and multiple disciplines. Represented by the **Oregon Nurses Association** and the **Pacific Northwest Hospital Medicine Association** (a chapter of **Northwest Medicine United**), this historic 46-day action saw nurses, physicians, midwives and physician associates walking

the picket lines together for the first time. This unprecedented cross-discipline coalition successfully pressured the \$28 billion corporation to ratify contracts featuring substantial wage increases and enforceable language to align with Oregon's safe staffing laws.

* * *

The **Oregon School Employees Association** has stepped up election engagement with door knocking and endorsement interviews, especially for school board races, and has focused on legislative advocacy. That work is paying off. Recent victories include defining classified staff as educators, increasing funding for public schools to \$11.36 billion, providing unemployment insurance benefits to striking workers, prohibiting book bans, enhancing benefits for workers' compensation, and adding protections for immigrants at school, at work and at home. To support families in Eugene, OSEA also gave away 35,000 children's books at a Reading Opens the World event.

* * *

In October 2025, the **Professional Educators of North Carolina** became a statewide affiliate of the AFT. President Joanna Loftis expressed, "Through our affiliation with the AFT, we are building partnerships, growing our influence, engaging our members and communities, and creating opportunities for North Carolina

students and educators as we work toward a stronger future for our students, schools and communities.”

The **Public Employees Federation** and **United University Professions** in New York are leading the Brooklyn Needs Downstate campaign to save a hospital that serves as a vital healthcare anchor for the borough’s most underserved populations. By mobilizing with a powerful coalition of local clergy and elected officials, the unions have helped secure a \$1.1 billion investment to modernize the facility and protect essential services like its kidney transplant program. This unified effort ensures that SUNY Downstate remains a cornerstone of health equity and the nation’s premier educator of healthcare professionals of color.

The **Rhode Island Federation of Teachers and Health Professionals** won a groundbreaking victory at Paul Cuffee School, where educators voted overwhelmingly to become the first from an independent charter school to join our union. In

less than one year, members won union recognition and ratified Rhode Island’s first charter school collective bargaining agreement, providing significant wage increases, class-size caps, a decrease in workdays and tools for real staff input. RIFTHP’s other recent achievements include creating professional development for its state’s Right to Read Act and multilingual learner regulations and running a successful campaign for a three-year moratorium on charters. The proliferation of charters has been costing public school teaching jobs and forcing closures of schools and programs, which is reducing specialized services for the most vulnerable students.

The extension staff at Michigan State University organized in 2025, joining the **Union of Non-Tenure Track Faculty**, and won their first contract in 2026, giving them rights during layoffs and raises.

Faculty and academic staff at the University of Kansas, the 1,700-strong **United**

Academics of KU, organized and then won their first contract in February 2026. The win was hard fought, and they were able to keep tenure with processes for faculty voice, raises and job security.

In 2025 and early 2026, **United Academics of Maryland** ratified first contracts for faculty on six community college campuses (Baltimore County, Chesapeake, Frederick, Hagerstown, Howard and Prince George’s), protecting job security, providing wage improvements faculty can count on, addressing campus and classroom safety concerns, and ensuring faculty have meaningful input and voices in academic decision-making.

The faculty at Ohio University overwhelmingly won their union vote in 2025 despite the university doing everything in its power to delay the election. Now, the university is challenging the existence of **United Academics of Ohio University** in the courts.

STATE SPOTLIGHT

When the Trump administration began Operation Metro Surge, **Education Minnesota** jumped into action:

- Training over 400 members to prepare for immigration enforcement at schools and over 50 members to be Immigration and Customs Enforcement observers;
- Creating safety patrols with educators and community members;
- Partnering with the Minneapolis Regional Labor Federation to fundraise to cover legal representation for immigrant members;
- Suing the Trump administration for removing the sensitive locations protections from immigration enforcement; and
- Garnering over 35,000 signatures on an ICE Out petition.

Member participation was strong, with over 30 percent of members attending a rally or protest and over 40 percent boycotting a corporation.

Education Minnesota also continued to meet members’ needs by supporting locals with challenging bargaining; increasing family support through community collaborations; launching a contract tracker with data on each local; defending educators’ freedom to teach by supporting school board candidates—defeating 11 of 12 anti-teacher and anti-diversity candidates—and by successfully suing to stop book bans; and establishing Teacher Apprenticeship Minnesota and developing apprenticeships that will increase the numbers of Black and Indigenous educators. To promote legislative priorities, Education Minnesota held 33 lobby days this spring, with 515 members participating. As a result, it made great progress on bills to compel districts to provide information on their healthcare costs and coverage, and to enhance pay and pensions. Healthcare affordability is a major focus, so it held a day of action with more than 150 members and now has 211 locals involved in its Health Care Action Leader organizing team.



But the union is pressing forward with negotiating its first contract.

* * *

In March 2025, after more than a year of bargaining, **United Academics of the University of Oregon** announced that its nearly 2,000 full- and part-time faculty members intended to strike. Hours before the strike—which would have been the university’s first for faculty—was to begin, the union secured the largest pay increases in its 12-year history.

* * *

It took a four-day strike rounding out a nearly yearlong campaign, but the **United Educators of San Francisco** won a historic contract that raises PSRP pay to at least \$31 per hour—a jump of \$12 from two years ago—and provides 100 percent employer-paid family healthcare benefits to classified and certificated staff.

* * *

In the November 2025 general election, the **United Federation of Teachers** endorsed 48 candidates for City Council, borough president, district attorney, comptroller, public ad-

vocate and mayor. Of these candidates, 98 percent won their elections. That is thanks to the phone banking, door knocking and hard work of our members, who fight to get champions of public education in office.

* * *

The **United Health Professionals New Mexico** waged a three-year campaign in the face of anti-union hostility at the University of New Mexico Sandoval Regional Medical Center and won the right to representation and a first contract. As President Regina McGinnis, who was one of the founding members, explained, “UHPNM didn’t win its first contract overnight. It took three years of pressure, organizing at the worksite, working with the community, media battles and legal battles. The odds were against us. Most groups don’t make it that far. But we didn’t quit or give up. We built support in the Legislature and with our patients. We stayed united. And with the backing and experience of our national union, we pushed through every barrier.”

* * *

After a two-year contract campaign, which included an unfair labor practice strike and a sympathy strike, **University Council-AFT**

Preuss School teachers won a historic contract settlement that included massive average raises of 29 percent starting this fall.

* * *

Over 950 members of the **University of Maryland Resident and Fellow Alliance** unanimously ratified their first contract in August 2025. Highlights include a 20 percent salary increase over three years (a drastic improvement compared to the average annual raise of only 2 percent over the last 10 years), four weeks of paid vacation, reimbursement for rides home after long and tiring shifts, tripling the education fund to \$1,500 and reimbursement for the final exam needed for M.D. or D.O. medical licensure.

* * *

With a unanimous vote in March 2026, the clinical faculty at the University of New Hampshire elected to form **UNH Clinical Faculty United**. They will form a new unit of Local 6770, which also represents **UNH Lecturers United**.

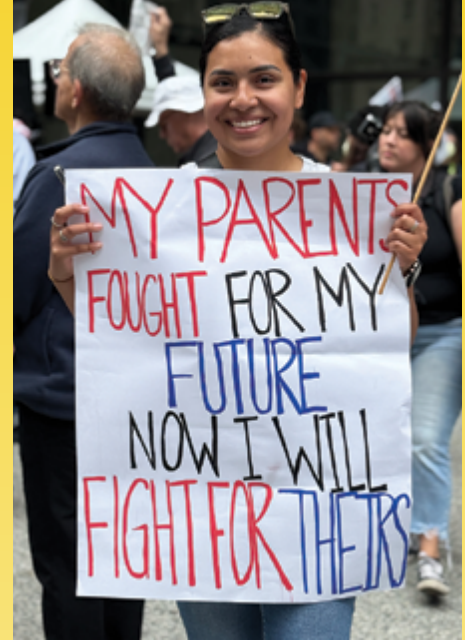
* * *

On Dec. 19, 2025, academic advisers and other student support professionals at Illinois State University won recognition through card check, and members of the **University Professionals of Illinois/Illinois State University Student Support Professionals** are now bargaining their first contract. They formed a new chapter of the **University Professionals of Illinois**.

* * *

The academic and professional staff at the University of Michigan organized in 2025, forming **University Staff United** and the **University of Michigan Flint American Federation of Teachers**, the **American Association of University Professors**, and won their first contracts in 2026, providing layoff protections and raises.





STANDING UP FOR EACH OTHER

Throughout the last 18 months, tens of thousands of AFT members have been in the streets standing up for our democracy and for each other.

To fight back against Trump's authoritarian actions, the AFT has been a leading partner in organizing all three No Kings rallies. For the first No Kings on June 14, 2025, the AFT was a core organizer, spurring 2,100 registered events and more than 5 million people participating. For the second No Kings on October 18, 2025, the AFT was on the steering committee and helped increase engagement to 2,700 events with 7 million attendees. And with the AFT organizing the labor

caucus, the third No Kings on March 28, 2026, saw exponential growth in red and rural areas, with at least 3,200 events and over 8 million people in the streets.

AFT leaders and members have also stood up to make their voices and values heard in dozens of other events. For example, the AFT brought a delegation of leaders to Montgomery, Ala., in the All Roads Lead to the South national day of action to protest the Supreme Court's *Callais* decision gutting the Voting Rights Act and the coordinated effort of some Southern states to erase Black voting power. And to stand up against the dangerous, too-often deadly tactics of Immigration and Customs

Enforcement, AFT affiliates and members have marched in communities across the country. From the Twin Cities to Sackets Harbor, N.Y. From Burlington, Vt., to Los Angeles. We've stood up against raids on college campuses and in school parking lots. And in partnership with the American Civil Liberties Union, we've offered multiple trainings so that educators and community members know students' rights and can organize safe passage to school. This builds on the many other trainings the AFT offers on protesting safely, knowing immigrants' rights and organizing and mobilizing.

We'll see you in the streets this fall for the fourth No Kings!

STANDING UP FOR OUR RIGHTS

The AFT has filed more than 25 lawsuits against the illegal actions of the Trump administration. We have had important victories, like the suit we filed with AFT Maryland challenging the administration's attempt to strip anything that could be construed as advancing diversity, equity and inclusion and to condition all federal funding for schools on compliance with its dictates.

In our lawsuits, we're fighting to protect:

- Public education from political attacks, funding cuts and privatization.
- Social Security data from overreach by the federal government, particularly by "special government

employees" in the so-called Department of Government Efficiency.

- Higher education faculty's right to teach and research along with students' right to learn, especially given the Trump administration's funding cuts and attempts to weaponize civil rights laws.
- Vital public services that support our work, such as the Federal Mediation and Conciliation Service and the National Institute for Occupational Safety and Health.
- Our schools and hospitals as safe spaces, free from Immigration and Customs Enforcement raids and intimidation.



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.



J. PHILIPPE ABRAHAM

OUR PURPOSE

The executive council has adopted policies and programs that address every major issue facing the AFT and our members. We fight for: jobs that provide good wages and benefits and the right to a union so workers have a real voice at work; strong public services and public schools; affordable, high-quality healthcare and higher education; opportunities for students, families and communities to thrive; and a democracy that listens to and works for the people.

The council makes policy between conventions on a quarterly basis and meets on an as-needed basis to confront issues of the moment, such as how rising costs are squeezing families and how new technologies are impacting work and school. For example, in May 2025, the council unanimously passed a resolution calling for a fair federal taxation system in which working-class people are taxed less, and millionaires and billionaires pay their fair share. And in July 2025, it unanimously passed a resolution endorsing the formation of the National Academy for AI Instruction to ensure that educators are key decision-makers regarding the use of AI in schools and colleges; this came just two months after unanimously passing resolutions aiming to reduce the harmful effects of social media and

cellphones on young people's learning and development.

After decades of inadequate funding and a year of attacks by the Trump administration, in March 2026 the executive council unanimously passed "A Blueprint for Strengthening and Transforming Higher Education" to make colleges and universities affordable and accessible while protecting the freedom to teach and learn and reinforcing their role in conducting research, boosting the economy and supporting our democracy. This built in part on a May 2025 resolution declaring support for peaceful campus protesters.

Since the 2024 convention, the council has addressed a broad range of issues, from protecting sensitive locations (like schools, colleges and universities, healthcare facilities, places of worship, courts, libraries, polling locations and community institutions) from immigration enforcement, encouraging members to participate in Black Lives Matter at School Week, and addressing the climate crisis by creating sustainable schools, to fighting child poverty, mobilizing to defend democracy, and promoting local, state and national supports and protections for LGBTQIA+ youth and adults.



ZEPH CAPO



LARRY J. CARTER, JR.



GLENEVA DUNHAM



CHRISTIAN FERN



DAVID KEEPNEWS



FREDERICK E. KOWAL



MELINDA PERSON



JUAN RAMIREZ



ANDREW SPAR



WAYNE SPENCE



ARTHUR G. STEINBERG



JESSICA J. TANG



FREDERICK R. ALBERT



JACKIE ANDERSON



LEROY BARR



VICTOR M. BONILLA
SÁNCHEZ



VICKY RAE BYRD



MONICA BYRON



KATHY A. CHAVEZ



JAIME CIFFONE



MELISSA CROPPER



AMANDA CURTIS



STACY DAVIS GATES



JAMES C. DAVIS



FRANCIS J. FLYNN



JEFFERY M. FREITAS



RON GROSS



ANTHONY M. HARMON



KARLA
HERNANDEZ-MATS



JAN HOCHADEL



TERRENCE MARTIN, SR.



KARA
McCORMICK-LYONS



DANIEL J. MONTGOMERY



MICHAEL MULGREW



CECILY MYART-CRUZ



SHARI OBRENSKI



ADAM URBANSKI



DEBBIE WHITE, RN



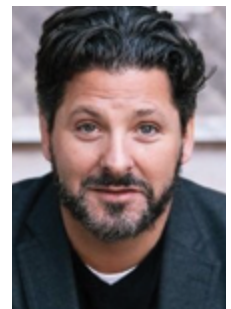
CARL WILLIAMS



LAKIA WILSON-
LUMPKINS



SARAH WOFFORD



TODD WOLFSON

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 43 vice presidents, who are elected every two years.

COUNCIL DUTIES, RESPONSIBILITIES AND COMMITTEES

The council's duties include adopting the AFT budget; granting state and local charters; approving contributions to community and labor organizations and campaigns; approving appointments to AFT task forces, commissions and standing committees; approving financial assistance for defense cases; and approving new AFT benefit programs. The council also addresses proposals for constitutional amendments and policy resolutions to be considered by delegates at the AFT convention.

In addition to handling the union's routine business, the council discusses all matters that relate to the welfare of AFT members and to the institutions in which they work, and the body adopts policy between AFT conventions. Council responsibilities also include investigating affiliates, ruling on local reinstatements and considering locals' requests for assistance. The council receives reports of staff activities, ranging from lobbying efforts to organizing campaigns. It also has oversight of the AFT Educational Foundation, the Innovation Fund, the Disaster Relief Fund, the Benefit Trust, the 403B Trust and the Albert Shanker Institute.

A number of committees make policy recommendations to the executive council, and the executive committee meets between sessions to take action

that is subject to the approval of the whole council. Those committees are:

- **Executive Committee**
- **Audit Committee**
- **Committee on Committees**
- **Constitutional Amendments and Convention Committee**
- **COPE Committee**
- **Defense and Militancy Fund Trustee Committee**
- **Democracy Committee**
- **Human Rights and Community Relations Committee**
- **Member Benefits Committee**
- **Resolutions Committee**
- **Veterans Committee**

The AFT executive council also has standing committees that represent constituencies or special concerns within the organization. They include:

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.

Civil and Human Rights Committee, 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.

State Federation Presidents Committee, which explores ways to help state federations become stronger, as events at the state level have an increasing impact on AFT members and locals.

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: **Higher Education, PSRP, Public Employees, RN/Healthcare, Retirees** and **Teachers**.

AFT Membership

Our membership is the highest in our 110-year history: 1,863,584 (as of May 31, 2026). Between January 1, 2024, and June 15, 2026, we've added 170 new units with 56,976 members. We're fighting for a better life for all—and workers across the United States are joining in.



As our Fight for Affordability campaign makes clear, workers deserve to thrive. Workers deserve to be able to care for their families without being bled dry by price gouging, junk fees or predatory corporate practices. Workers deserve access to quality healthcare without surprise or unfair bills. Workers deserve to have a voice at work and to retire with dignity. That's the better life we all deserve.

We're preK-12 educators and staff creating safe and welcoming schools and engaging students through active learning with meaningful projects so they develop the critical-thinking and problem-solving abilities they will need throughout their lives. We're nurses, physicians, technicians and other healthcare professionals caring for our communities while too many employers put profits over patients, causing a nationwide staffing crisis and increased workplace violence. We are college faculty, adjunct instructors, graduate employees and administrative professionals fighting to preserve

the freedom to teach, research and learn and to restore funding so that students graduate debt-free and faculty and staff earn decent wages. 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—from social workers, psychologists and public health officials, to court administrators, marine biologists and bridge inspectors—striving to keep communities safe. 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.

Nurses and health professionals. We remain the nation's fastest-growing healthcare union. As our numbers grow, so does our power. Following AFT Connecticut's advocacy, Connecticut recently passed a law to ensure healthcare workers receive full medical coverage and wage replacement after a workplace assault, eliminating the need to use personal leave. This critical legislation also streamlines workers' compensation for educators and establishes a state-wide alert system to protect staff from patients with a history of violence.

Since nurses across Health Professionals and Allied Employees in New Jersey prioritized safe staffing in contract negotiations, members achieved safe staffing language during contract negotiations in 13 separate collective bargaining agreements—13 contracts in a row! And the newly affiliated Hawaii Nurses and Healthcare Professionals cofounded a powerful labor coalition to champion safe staffing legislation through member mobilization and public advocacy. While their initial bill evolved into a state resolution for a comprehensive staffing analysis, the campaign secured HNHP President Terilyn Carvalho Luke a strategic appointment to the Hawai'i State Center for Nursing Advisory Board, ensuring frontline healthcare workers have a seat at the table shaping the state's long-term staffing policy.

The Ohio Nurses Association and its local units secured critical workplace violence protections through both statewide



legislation and site-specific contracts. Beyond the landmark agreement for 4,000 nurses at the Ohio State University Wexner Medical Center, which introduced new security measures and training after months of advocacy, ONA nurses at Aultman Alliance Community Hospital also championed these protections. These union-led victories are bolstered by the 2025 passage of the Healthcare Workplace Safety Act, which mandates that all Ohio hospitals develop comprehensive violence prevention plans with direct input from frontline staff.

Higher education faculty and staff. The AFT and the American Association of University Professors—with more than 400,000 members—together represent the largest and most powerful force of higher education workers in the United States—and we’ve grown by 20,000 over the past 18 months. A year ago, AFT and AAUP higher ed leaders launched a nationwide campaign to fight back against the Trump administration’s attacks on students’ freedom to learn and faculty’s freedom to teach and research.

Through advocacy, we restored medical and science funding in the last federal budget. And we supported affiliates, such



as those in Connecticut that fought to keep free four-year higher education in Connecticut state universities. We’ve also fought back through collective action and in the court of public opinion to stop President Trump’s so-called Compact for Academic Excellence. Due to our members’ mobilization, none of the nine institutions his administration originally targeted signed the compact.

The AFT and AAUP have filed over a dozen lawsuits to stop the Trump administration’s onslaught against our colleges and universities and against students of color and first-generation students. We’ve had some important wins, including key victories in *AAUP v. Rubio*, in which the Trump administration tried to squelch pro-Palestinian speech; our lawsuit with AFT Maryland, the NAACP and others halting the “Dear Colleague” letter that threatened to withhold federal funds for teaching accurate history; and our lawsuits at Harvard and the University of California stopping the administration from weaponizing civil rights laws.

Fighting forward, we’re also strengthening workplace democracy and ensuring that in the AI era, education is human centered and faculty intellectual property is protected. We’ve already won legislation in Illinois requiring that all instruction in the community colleges is done by human beings and groundbreaking contracts on AI at eight institutions.

Our platform, “A Blueprint for Strengthening and Transforming Higher Education,” details a vision in which college is the public good it should be: affordable and accessible, not a privilege for the wealthy. We need colleges and universities that are central to a strong economy, world-leading research that saves lives, and a vibrant democracy—and their promise must belong to all of us.

Paraprofessionals and school-related personnel. The AFT represents 370,000 PSRPs across the country, and we’ve been fighting for our PSRP Bill of Rights so that our members get the living wages, unemployment insurance and respect they deserve. And we’re winning! For example: Louisiana PSRPs received a “Right to Appropriate Compensation” and a \$1,000 stipend; Minnesota provided another year of funding for summer unemployment insurance for hourly school staff; New Mexico required employers to cover at least 80 percent of health insurance premiums, putting more money in PSRPs’ pockets; Texas passed a budget bill with PSRP raises; and Virginia removed a cap that had limited support staff funding, and the state raised the minimum wage to \$15 by 2028. AFT affiliates in an additional seven states—Connecticut, Illinois, Montana, New Mexico, New York, Pennsylvania and Vermont—are advocating for unemployment insurance laws. And Texas AFT is undertaking a statewide PSRP due-process campaign. Currently, Education Round Rock represents the only group of PSRPs in Texas with due process. This small local with a part-time president helped inspire Texas AFT to go all in on this campaign so all of its PSRPs would have the protection they deserve.

On top of all this, the AFT’s PSRP division is fiercely advocating for two crucial bills: one for all working families and one specifically for our members. The Working Families Tax Cut Act would exempt people who earn less than a living wage from federal income taxes—and it would



be paid for by millionaires actually paying their fair share. The Paraprofessional and Education Support Staff Bill of Rights would ensure that everyone, from bus drivers and custodians to front office staff, gets the respect and dignity they deserve, with better pay and benefits and enhanced workplace safety and access to training.

Charter school educators. Thousands of educators in charter schools around the country have organized with the AFT in the last several years to fight for greater voice, job security and tangible improvements to their working and learning conditions through collective bargaining. We have seen significant new organizing wins over the last two years, including Citizens of the World Charter Schools Los Angeles; Esperanza Academy Charter High School and New Foundations Charter School in Philadelphia; Breakthrough Montessori Public Charter School in Washington, D.C.; Explore Academy in Albuquerque, N.M.; and Arts and College Preparatory Academy in Columbus, Ohio. We've also seen educators win at the negotiating table, securing greater financial and job security and a voice on the job through first union contracts at Basis Tucson North in Arizona; Capital City Public Charter School and District of Columbia International School in Washington, D.C.; and Neighborhood House Charter School in Boston and Community Charter School of Cambridge in Massachusetts, among others. As Kelley Ukhun, president of the District of Columbia Alliance of Charter Teachers and Staff, shared: "Workers speaking up as a group, through a union, can do what one voice cannot. We are building a movement that raises our collective voices to impact our schools and our lives."

PreK-12 educators. The AFT equips our nearly 900,000 preK-12 members—teachers, specialized instructional support professionals, school staff and early childhood educators—with what they need to do their jobs better and to advocate for themselves, their profession, and the students and communities they serve. We know the power of professional issues to increase member engagement, job satisfaction and retention. That's why our core offering is peer-led, research-based professional development, constantly

updated with new content, pedagogy and tools. In the last two years, that's meant new resources on dyslexia, dyscalculia and artificial intelligence, to name a few. Teachers are leaders and influencers inside and outside their classrooms, so our AFT Teacher Leaders Program—which has more than 2,400 alumni—hones those skills and amplifies real-world impact. When members are doing on-the-ground school improvement work, we're alongside them with training and technical assistance on community schools, grow-your-own pipeline programs and more. Members also get updated learning resources and on-demand professional development at their fingertips with AFT's Share My Lesson and through our partnerships with Reading Universe and WETA's Colorín Colorado.

Public employees. We're continuing the fight for better lives for our communities and colleagues. The New York State Public Employees Federation prioritizes the health and safety of their members on the job by training their members through a joint AFT Health and Safety program. Since the last AFT convention, more than 1,000 members have been trained in OSHA-10 and OSHA-30; Direct Action, Direct Care (which is a street medics course); First Aid and CPR/AED; and Active Violence Immediate Response Training. PEF also recently modernized its advocacy by rolling out a digital Protest of Assignment form to help healthcare members document unsafe conditions in real time. Under the clinical staffing committee



law, State University of New York hospitals and Roswell Park Comprehensive Cancer Center are now mandated to review these POAs monthly with the union to address persistent staffing gaps.

The AFT's Public Employees division also continues to add library staff to its ranks. The Ohio Federation of Teachers organized three libraries since July 2024: Athens County Public Libraries, Delaware County District Library and most recently the Columbus Metropolitan Library. Three OFT library locals also ratified their first contracts in the same timeframe. As Maria Lee, a local history and genealogy librarian at CML's main library, shared: "We love our libraries, we're proud of the work that we do, and we are dedicated to the communities we serve. We're forming our union because we know that our libraries will be stronger, more accessible and more equitable when CML workers have a meaningful voice."



AFT Solidarity Fund

Income and Distribution of Funds since 2024 AFT Convention

(May 1, 2024–April 30, 2026)

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:	\$36,649,956
Total Amount Disbursed from the AFT National Solidarity Fund:	\$24,210,445
Balance of the AFT National Solidarity Fund:	\$31,426,979

DISBURSEMENTS FROM THE NATIONAL SOLIDARITY FUND

AFT

Resources were provided for the AFT’s political and legislative mobilization campaigns during the 2024, 2025 and 2026 election cycles and legislative sessions. Organizing around the principles of advocating for and protecting democracy, strengthening public education, ensuring quality healthcare and improving the lives of all working families, the AFT continues to fight for the policies that will lead to a better life for all.

Since the last AFT convention, the Solidarity Fund has provided resources for critical programs, including for the AFT’s 2024, 2025 and 2026 electoral program. In 2024, 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 crucial 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 fund provided resources for the AFT’s State Affiliate Organizer program and was vital

to the AFT’s ability to support community partners, allies and coalitions, including for voter registration and voter protection efforts.

\$22,210,445

CALIFORNIA FEDERATION OF TEACHERS

Solidarity funds were provided to support Proposition 50, which sought to temporarily change the redistricting process in California to help negate President Trump’s national campaign to gerrymander congressional districts to marginalize his opponents and retain control of Congress. Proposition 50 passed with nearly 65 percent of the vote.

\$1,000,000

AFT COLORADO

Solidarity funds were provided to defeat Amendment 80, which would have amended the state constitution to guarantee so-called school choice, thereby diverting public funds to support private school vouchers, homeschooling, for-profit charters and other school choice options. The amendment was defeated with 51 percent of the vote.

\$100,000

AFT MASSACHUSETTS

Solidarity funds were provided to support Question 2, which sought to repeal the state requirement that high school students pass the Massachusetts Comprehensive Assessment System test in

order to receive a high school diploma. Question 2 passed with nearly 60 percent of the vote.

\$250,000

NEW YORK STATE UNITED TEACHERS

Solidarity funds were provided to support the campaign Fix Tier 6 to help ensure a more fair pension system for approximately 780,000 public employees in New York.

\$400,000

NORTH DAKOTA UNITED

Solidarity funds were provided to defeat an initiative to eliminate the state property tax. The initiative was defeated with 63 percent of the vote. Solidarity funds were provided in the spring of 2024 (before the 2024 AFT convention) and in the fall of 2024 (after the convention).

\$250,000

TOTAL AMOUNT DISBURSED FROM THE AFT NATIONAL SOLIDARITY FUND SINCE MAY 1, 2024: \$24,210,445

AFT Solidarity Fund—State Solidarity Funds

Income and Distribution of Funds since 2022 AFT Convention

(May 1, 2024–April 30, 2026)

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: **\$22,241,869**

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 NURSES ASSOCIATION

The ANA conducted leader education with our state partners and the Alaska AFL-CIO on the political landscape and process in Alaska. We organized member-to-member communication regarding labor-endorsed candidates. We also participated in the Putting Alaskans First Committee to elect candidates who support the values of working families. Finally, we developed relationships with other community partners and stakeholders to defeat the Nurse Licensure Compact.

\$33,762.15

ALASKA PUBLIC EMPLOYEES ASSOCIATION

APEA directed our primary investment toward directly and indirectly supporting the Alaska AFL-CIO Strategic Committee and the Alaska Public Pension Coalition's core mission of restoring a defined-benefit pension option for our public employees. These funds were strategically used to amplify the coalition's voice through critical legislative advocacy, public outreach and expert testimony, ensuring lawmakers clearly understood the dire connection between the current defined-contribution

system and Alaska's destructive public sector vacancies. As a direct positive result of this focused spending, we have achieved unprecedented legislative momentum, including the successful passage of restorative pension legislation through the Alaska House of Representatives, marking the first time a defined-benefit bill has advanced this far in nearly two decades and putting us on the cusp of a long-overdue solution to retain our teachers, firefighters and police officers.

\$50,000

ARIZONA FEDERATION OF TEACHERS

AFT-AZ contributed to the Arizona Retirement Security Coalition, along with supporting participation in the Arizona AFL-CIO Labor Day Breakfast. As an active member of the coalition, AFT-AZ helps advance coordinated efforts to protect the Arizona State Retirement System through advocacy, coalition building and legislative engagement.

\$5,250

CALIFORNIA FEDERATION OF TEACHERS

During this time period, the CFT used AFT solidarity funds for the November 2024 general election, for the November 2025 special election for Prop 50 (congressional redistricting), for the lead-up to the June 2026 primary election, and for preparation to requalify Prop 30/55 (the millionaire's tax measure we initially passed in 2012) for the November 2026 general election ballot. For all these elections, we used solidarity funds for member-to-member communication about statewide priorities, including endorsed candidates and key ballot measures, and for coordinated efforts with other labor and community groups.

For the November 2024 general election, the CFT had several ballot measure priorities for which we used solidarity funds. A key priority was passing Proposition 3, enshrining the right to same-sex marriage into the California constitution, effectively repealing Proposition 8, a measure approved by voters in 2008 that defined marriage as between a man and a woman. It passed with 63 percent of the vote and is a safeguard against any anti-LGBTQIA+ actions that the Supreme Court might make.

Passing Prop 50 in November 2025 was a critical priority for the CFT, for the California labor and progressive community, and for the country. Prop 50 was placed on the ballot by Gov. Gavin Newsom and the Legislature to create five new Democratic-leaning congressional districts in California, in direct response to the Trump administration's similar efforts in Texas. The effort was galvanizing for CFT members and for California voters in general. The CFT contributed \$1 million to the effort. It passed with 64 percent of the vote.

The CFT also used solidarity funds from 2024 to 2026 to support community and coalition partners, including California Calls, the California Budget and Policy Center, Equality California and Healthy California, among others. In addition, the CFT used solidarity funds to support programs at California Federation of Labor Unions (our state AFL-CIO body) and Central Labor Councils across California.

\$1,085,475

AFT CONNECTICUT

AFT Connecticut used its funds to advocate for labor-friendly candidates in the General Assembly and in municipal elections across the state. We were successful in electing pro-education, pro-public service, pro-worker candidates for offices such as mayor, town council and board of education. Additionally, our solidarity funds helped to increase the number of union-friendly legislators in our General Assembly, where Democrats enjoy supermajorities. Funds were also used to support AFT Connecticut as a partner of the Connecticut Coalition for Retirement Security, an organization that champions defined-benefit pensions for workers in our state.

\$730,659

FLORIDA EDUCATION ASSOCIATION

FEA focused on polling and research to help our membership and communities understand the impact of public education funding decisions, including local tax referenda around teacher and staff salaries and school operations. FEA was able to craft winning messages for local tax referenda across the state, with voters overwhelmingly approving millage

and sales tax measures that generated critical funding for educator salaries, school operations and infrastructure. We were also able to convince voters to reject a constitutional ballot measure that would have turned school board races partisan. We also conducted membership mailings, sharing with our members the importance of voting and civic participation, and sponsored events that brought together education and community leaders. Additionally, solidarity funds supported candidate recruitment efforts and voter registration programs run by our coalition partners, including vital door-knocking and phone-banking initiatives.

\$1,178,748

GEORGIA FEDERATION OF TEACHERS

Funds were used as donations to various campaigns to elect individuals on the state and local levels of government. Funds were also used to educate members and coalitions regarding legislation we opposed and/or supported.

\$25,260

ILLINOIS FEDERATION OF TEACHERS

AFT solidarity funds were critical to IFT election activities and campaigns that countered and pushed back on the disastrous policies and cuts from Washington, D.C. Starting in 2024, the IFT supported candidates up and down the ballot, helping Illinois maintain its deep blue status in a year that trended red in specific places. In the Illinois General Assembly, our support helped preserve supermajorities in both the Illinois House of Representatives and the Illinois Senate. Nationally, the IFT was a key player in the AFL-CIO labor-to-labor program in Southeast Wisconsin during the general election. The IFT has also supported local school board races, from Chicago to suburban Proviso and to downstate Fairview Heights and Peoria, successfully electing pro-educator school board members. Finally, solidarity funds will go a long way toward our campaign for full funding in Springfield. We have pushed, and will continue to push, Springfield to fully fund our public schools, universities and public services. Solidarity funds enable us to com-

municate with our membership, amplify their voices and align our work so that everything we do in Springfield moves us toward our goal of raising progressive revenue.

\$1,857,472

AFT INDIANA

AFT Indiana used funds to support campaign, caucus and party contributions; member mobilization; Indiana AFL-CIO education programs, Labor Fest and convention support; and subscriptions, dues and lobby fees.

\$71,034

AFT KANSAS

Solidarity funds were used primarily to support AFT Kansas' legislative advocacy, political outreach and coalition-building efforts. This work has helped AFT Kansas strengthen its visibility, legislative engagement and coordination with affiliates and allies across the state. Funds were also directed toward key political and coalition partnerships at the state and local levels. These included support for coalition efforts such as Keeping the Kansas Promise, which works to protect public employee pensions through the Kansas Public Employees Retirement System, and the Yes for Wichita Kids bond campaign for USD 259, which was directly tied to improving conditions for Wichita students and staff.

\$61,914

LOUISIANA FEDERATION OF TEACHERS AND SCHOOL EMPLOYEES

The Louisiana Federation of Teachers and School Employees used its solidarity funds to support communication and member mobilization efforts aimed at defeating multiple legislative attempts to end paycheck deduction for public employees. Funds were also used for pre-election voter engagement activities, legislative video advertising and support for candidates (including in local school board races) who back public education, public pensions and the rights of educators.

\$233,551

AFT MARYLAND

AFT Maryland utilized solidarity funds to support our member lobbying activities during the 2025 and 2026 sessions for multiple lobby nights and legislative gatherings where local leaders and members met with state legislators to talk about key issues. In each legislative session, state employee union contracts were fully funded, and enhanced K-12 public education supports passed. In the 2026 session, AFT Maryland had one of its most successful legislative sessions in memory, expanding collective bargaining rights to all non-tenure-track faculty and adjuncts at the state's four-year colleges, as well as passing a safe staffing bill for our staff that work in private-sector hospitals.

Money was also used to support 2024 general election activities that are member-to-member in nature, including mailers, phone banks and materials for labor walks, as well as for political education evenings for members regarding voter registration, finding out who represents members in Annapolis, and how to reach out to and engage your elected officials. Funds were also used to support trainings in two new AFT Maryland locals and existing locals.

\$91,077

AFT MASSACHUSETTS

The AFT Massachusetts Solidarity Fund annually supports organizations like Citizens for Public Schools, Progressive Massachusetts, the Massachusetts Budget and Policy Center, and Massachusetts Retirees United that advance the interests of our members, students, schools, libraries and communities.

AFT Massachusetts uses solidarity funds to support coalitions and ballot question committees to seize every opportunity to defend our democracy, advance the rights of working people, fight for fully funded public services, strengthen and preserve public education and challenge the agenda of the ultra-wealthy.

\$555,172

AFT MICHIGAN

AFT Michigan used solidarity funds to engage in key campaigns, build strategic alliances with community partners and increase the capacity of our locals.

We played a leadership role in launching a statewide labor-community coalition focused on creating good jobs by addressing climate change. As members of long-term labor-community coalitions, we ran campaigns to expand retirement security and create a more equitable funding model for preK-12 education in Michigan. As part of our education funding work, we explored a ballot initiative to implement a "millionaire's tax" before making the strategic decision to wait for a future cycle. We expanded our support for local funding initiatives and board races, particularly pushing back against right-wing attempts to take over school boards. On this front, our funding helped build partnerships between locals and community groups that will hopefully continue to grow moving forward.

\$339,430

EDUCATION MINNESOTA

Education Minnesota used the funds for a 2026 political conference, for coalition lobbying efforts, to support partner organizations and to support local referendum activities with 68 victories.

\$687,137

MONTANA FEDERATION OF PUBLIC EMPLOYEES

MFPE used solidarity funds on critical member engagement, electoral and legislative campaigns. This work included recruiting and electing 22 MFPE members into the Montana Legislature while holding off a Republican supermajority and flipping 11 seats. Additionally, these funds allowed us to defend a pro-constitution majority on the Montana Supreme Court and mobilize members on the issue of protecting the Montana constitution in advance of the 2025 and 2027 legislative sessions. With these funds, we achieved these outcomes by mobilizing members through a robust member-to-member campaign, paid member political organizers and coordination with the AFL-CIO's labor-to-labor canvass. In the 2025 legislative session, we continued the momentum from our electoral wins to mobilize members on an unprecedented level.

With solidarity funds, MFPE was able to mobilize members through a growing

and engaged Rapid Response Team and member legislative organizers. These efforts directed the submission of thousands of phone calls, emails and letters, and defeated a voucher scheme, held off direct attacks on public and private sector unions, expanded educator loan forgiveness programs and stopped the worst attacks on the judiciary. Funds were also utilized to host the two largest lobby days of the entire legislative session. Over 300 MFPE members showed up in subzero temperatures for our Presidents Day rally that included a lunch where members were able to sit down and talk directly to the legislators from their districts. This model was then replicated during the MFPE annual conference, strengthening those personal connections that were vital to protecting union values in the Legislature.

\$627,428

MONTANA NURSES ASSOCIATION

MNA hosts a biannual communication and education reception (held during each odd-year legislative session) that provides an opportunity for Montana state legislators and senators to hear directly from frontline nurse members. In addition, MNA utilizes solidarity funds to strengthen its advocacy capacity by contracting with a professional lobbyist during the legislative session. Furthermore, MNA invests in educational programming for its internal State Workforce Advocacy Team. These initiatives are designed to equip nurse members with the knowledge and skills necessary to participate in the legislative process, including how to contact elected officials, provide written or oral testimony and navigate Montana's citizen Legislature.

\$29,586

AFT-NEW HAMPSHIRE

The primary use of these funds was to communicate with members, community partners, stakeholders and policymakers about issues that matter to our members and to the people we serve. Our communication with members included postcards, letters and our widely shared Legislative Bulletin. During the legislative session, we used the bulletin to inform members about key issues and to

encourage them to contact their representatives and senators.

We also held frequent conversations with lawmakers to educate them about issues that affect our members and public education. In addition, we supported aligned community organizations, including the New Hampshire School Funding Fairness Project, whose advocacy for stronger public school funding improves both working conditions in schools and learning conditions for students.

We worked with a coalition of public school advocacy organizations to fund advertisements that engaged members across the state around public school standards. We also supported the broader labor movement, including by sponsoring the New Hampshire AFL-CIO annual Labor Day Breakfast.

\$144,000

AFT NEW JERSEY

AFTNJ has worked with various community coalitions and organizations, such as the NJ Work Environment Council, New Jersey Citizen Action, NJ Teachers of English to Speakers of Other Languages/NJ Bilingual Educators, New Labor, the NJ Community Schools Coalition, the American Labor Museum/Botto House, the Alice Paul Center and the Education Law Center. We have co-hosted issue-based rallies, No Kings events, empty chair town hall events and candidate forums.

Over this period, we have worked to elect candidates who stand up for workers and to elect labor union members to public office in the state, including the election of Gov. Mikie Sherrill. AFTNJ continues to support the New Jersey State AFL-CIO's Labor Candidates School, which prepares union members who want to run for elected office.

AFTNJ has worked with various coalitions to fight for better terms and conditions of work for not only our members, but public employees throughout the state. This work includes the fight to lower health benefit costs for public employees as increases have been in the double digits for the past several years. We attended rallies in Trenton and met with legislators.

AFTNJ continues to support the development of our current and future leaders by sending them to conferences such as

the NJ AFL-CIO's Women in Leadership Development Conference, supporting the work of the Rutgers Labor Education Center and the education programs and trainings they run, and sending members to the National Center for the Study of Collective Bargaining in Higher Education and the Professions at Hunter College and to the Higher Education Labor United collective bargaining conference.

AFTNJ also conducted legislative conferences that provided us the opportunity to educate our members on legislative issues and give our members the opportunity to hear directly from candidates in public office so they may make educated decisions at the ballot box. AFTNJ has run trainings and educational workshops for leaders so they can prepare for emerging issues. AFTNJ purchased branded materials for our locals and their members to wear and use. Materials include shirts, hats and signs, and materials needed for creating posters, running rallies and engaging media.

\$460,430

HEALTH PROFESSIONALS AND ALLIED EMPLOYEES (NEW JERSEY)

Solidarity funds were used to support HPAE's political, legislative and member engagement work in New Jersey around safe staffing, collective bargaining and pro-worker electoral programs. Solidarity funds also provided direct support to the New Jersey State AFL-CIO and to its annual Labor Candidates School, which helps prepare union members to run for office. Solidarity funds also supported HPAE's Code Red campaign through a series of legislative briefings, breakfasts and town halls held across the state in support of contract campaigns.

These events connected bargaining fights over staffing to HPAE's broader legislative campaign for enforceable staffing ratios. In addition, solidarity funds supported joint work with allied community organizations, including New Jersey Citizen Action. HPAE provided support to important allies whose work was affected by federal funding cuts and policy changes related to Medicaid and healthcare programs. Solidarity funds also supported HPAE's partnership with the NJ Work Environment Council on workplace health and safety issues,

including workplace violence prevention and other occupational health hazards in healthcare settings.

\$132,651

AFT NEW MEXICO

AFT New Mexico used solidarity funds to complement the values-based work of our union to uplift and support the deep and intentional organizing of the state federation.

Solidarity funds have been used to support a new statewide higher education working group that has engaged AFT New Mexico affiliate locals, higher education locals represented by other unions and organized graduate workers in New Mexico to advocate for improvements to higher education working conditions on a statewide, coordinated level. Our work has already yielded monthly meetings with dozens of participants and an in-person statewide higher education summit to develop formal goals and campaigns.

AFT New Mexico is using solidarity funds to support community events, such as a communitywide Reading Opens the World literacy event in a majority Native American-serving school district, in-person and online student debt relief clinics and policy briefings in partnership with Protect Borrowers, an annual Dolores Huerta labor history and educational event, and multiple solidarity rallies organized with local labor, immigrant rights and pro-democracy groups. Additionally, AFT New Mexico has continued to use solidarity funds to strengthen existing partnerships with state organizations representing the LGBTQIA+ community and New Mexico's immigrant communities for direct community outreach.

\$138,523

NEW YORK STATE UNITED TEACHERS

New York State United Teachers used a portion of its solidarity funds to support various aspects of NYSUT's overall program, including supporting member engagement through NYSUT's successful Member Organizing Institute and educating members on the impact of public dollars supporting non-public schools. NYSUT also used funds to support and promote its successful campaign to

Fix Tier 6, resulting in a 15,000-person rally on March 8, 2026. 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.

\$982,011

PUBLIC EMPLOYEES FEDERATION (NEW YORK)

PEF used solidarity funds to participate in New York State Fund Our Future, which is a coalition of union and community leaders committed to making the case for reshaping government in our public interest. The campaign will include member mobilization, training and forceful actions and events. PEF also attended the Somos conferences and New York State Public Employee Conference meetings, which allowed us to conduct one-on-one conversations to build support for our Fund Our Future campaign. Attending events like these allow PEF leaders and staff to meet with dozens of elected state legislators and other union officials all in one place. PEF also supported the New York State Association of Black, Puerto Rican, Hispanic and Asian Legislators conferences. And PEF has engaged a nurse consultant in order to train PEF staff, elected leaders and nurse members to help improve their knowledge, confidence, communication skills and leadership skills when addressing issues or concerns involving nurse staffing, labor management, preceptor training, legislation, recruitment and retention.

PEF also participated in the Brooklyn Needs Downstate campaign that was created in response to the proposed “restructuring” of SUNY Downstate Hospital, which employs many PEF and United University Professions members. We began a campaign to address workplace violence across New York state to educate members about their rights, as well as the services available to them. One primary focus of this campaign is to work with local law enforcement on processes that should be followed when a member is assaulted in an Office of Mental Health facility. PEF hosted a Health and Wellness Fair in April 2025 for the local community at the Washington Avenue Armory in Albany that was designed to connect and service our local communities and provide awareness

of the public services that are available to assist them in their daily lives as well as to promote health awareness and a healthy lifestyle. The AFT partnered with PEF to give away free books to the community during this event.

PEF took part in Labor Day parades and gatherings across New York state in a show of unity and celebration of the labor movement. Our focus for these events was “Fix Tier 6” in an attempt to get our message across to local legislators.

\$661,407

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 building a new coalition: North Dakotans for Public Schools. Solidarity funds were also used to educate members about candidates’ records and ensure voter participation among members and their families.

\$593,375

OHIO FEDERATION OF TEACHERS

OFT used solidarity funds to build up member mobilization teams in Berea, Cincinnati, Cleveland, Cleveland Heights and Toledo to support legislative actions and engage members in political work. They mobilized members for lobby days, got people involved in legislative actions around school funding and retirement, and engaged members in local, state, ballot measure and federal elections. In addition to funding local teams, solidarity funds were also used to support coalition work on the Fair School Funding Formula, as well as the impact of money going to vouchers in every school district in the state.

\$418,606

AFT-OKLAHOMA

AFT-Oklahoma made strategic contributions to key races across the state and saw strong results at the local and state levels. We supported school board candidates in Oklahoma City Public Schools and Tulsa Public Schools, and both were successfully elected. In Tulsa, our support extended to the mayoral race, helping elect the city’s first Black mayor.

In Oklahoma City, we endorsed and contributed to the campaign of our state president’s husband, who was elected to the City Council. At the state level, we helped reelect two AFT members to the House of Representatives and supported a diverse group of candidates—Democrats and Republicans alike, including educators—for seats in the House of Representatives and the Senate.

\$34,250

AFT-OREGON

AFT-Oregon used funds to advance our core priorities of electing education-labor lawmakers in the state Legislature and our vision of a democratic, equal and just society. Key activities were supporting our endorsed candidates in the full 2024 election cycle and early support for the 2026 primary election. In this period, we invested in labor-aligned strategic electoral coordination campaigns through our partners in FuturePAC (the Oregon House Majority fund) and the Oregon Working Families Party. Early in the 2026 cycle, we have already supported our grassroots local labor-supported candidates in hotly contested primaries. Our funds have also been used to support comprehensive revenue reform and workers’ rights with our partners at the Oregon Center for Public Policy, Higher Education Labor United, Pineros y Campesinos Unidos del Noroeste and the Equal Rights for All campaign.

\$197,199

OREGON FEDERATION OF NURSES AND HEALTH PROFESSIONALS

Over the last two years, OFNHP has been proud to endorse and financially support 20-plus labor-champion candidates as they successfully ran for state-level offices. Through building relationships with these legislators and other unions in Oregon, we proudly saw legislation passed in both 2025 and 2026 that strengthened worker protections across the board. In 2025, OFNHP championed a bill to require employers to provide clarity around paycheck practices to prevent prior methods of using endless pay codes and acronyms, heavily contributing to systemic wage theft and pay errors. These legislators also

played a part in passing the most robust worker-supportive bill to allow striking workers to be eligible for unemployment insurance, starting to level the playing field between employees and employers during a labor dispute (2025 SB 916). This year we also saw our elected champions battle back against federal and state authoritarianism, passing a bill to prohibit the criminalization/extradition of patients who receive gender-affirming or reproductive healthcare in Oregon, as well as protecting the personal information of the OFNHP healthcare workers who provide it.

\$133,106

OREGON NURSES ASSOCIATION

ONA used the funds for our 2025 lobby day at the Oregon state Capitol in Salem. It was our first in-person lobby day since the COVID-19 pandemic and was attended by over 300 members. We also used a portion for the Cliff Bentz accountability campaign: Rep. Bentz is the only Republican member of Congress for the Oregon delegation and has been an opponent of labor-friendly legislative efforts since his days as a state legislator. In concert with fellow Oregon labor affiliates, we targeted voters in Bentz's 2nd Congressional District with radio ads and a digital acquisition program aimed at driving awareness of his position on Medicaid cuts as well as generating emails into his office and new email sign-ups/stories. We are also supporting ONA members running for legislative office. We supplied smaller contributions as well for coalition partnerships, including working with local Confederated Tribes on our convention land acknowledgement, sponsoring a Juneteenth event, participating in the Public Employees Retirement System coalition run by the Oregon American Federation of State, County and Municipal Employees, having Voter Activation Network access through the Our Oregon coalition, sending direct political mail for 2024 elections to our members, and supporting Emerge Oregon, a campaign school for women, and Oregon Labor Candidate School, a campaign school for union members.

\$112,856

OREGON SCHOOL EMPLOYEES ASSOCIATION

OSEA used solidarity funds to uplift pro-education and pro-worker candidates at the state legislative and school board levels, with 33 candidates winning their races and only one losing. In a legislative session framed by federal uncertainty and looming cuts, having long-time champions who have since moved into leadership proved helpful to both securing a record education budget in the 2025 session and keeping that budget whole in the 2026 session—despite many agency and issue areas facing sizable cuts. We also used the funds to uplift local bond/levy measure campaigns in rural areas of the state, which either went into facility improvements or job protections. Local chapters were able to use these funds to secure some meaningful wins, including one that stopped Gervais School District from shutting down entirely and one where the local chapter was able to use the passage of the bond measure to secure a higher cost-of-living adjustment.

\$204,000

AFT PENNSYLVANIA

AFT Pennsylvania used solidarity funds to support both ongoing local communications capacity and broader member engagement activities. During this period, the fund provided regular support to the Philadelphia Federation of Teachers and the Pittsburgh Federation of Teachers, enabling both locals to maintain communications operations between election cycles and sustain consistent outreach to their members. This continued investment helped preserve organizational infrastructure in AFTPA's two largest locals and ensured that member communications capacity remained strong outside the immediate demands of campaign season. In addition, AFTPA used solidarity funds to assist higher education locals in the southeastern part of the commonwealth in participating in a higher education rally at the Capitol alongside our partners at the Association of Pennsylvania State College and University Faculties. Solidarity funds were also used during the 2024 and 2025 election cycles for targeted voter contact and member communications programs. AFT Pennsylvania also used solidarity

funds in 2025 to assist the Neshaminy Federation of Teachers in supporting its endorsed school board candidates.

These efforts in 2024 and 2025 were designed to strengthen member awareness and engagement around key electoral priorities and to support pro-public education and pro-labor advocacy through direct communication with AFT Pennsylvania households. Solidarity funds also supported related organizing and administrative activities necessary to sustain the program.

\$521,411

RHODE ISLAND FEDERATION OF TEACHERS AND HEALTH PROFESSIONALS

RIFTHP has utilized solidarity funds to support charter moratorium and cap reduction legislation through social media ads, direct mailings, palm cards, on-air ads, full-page ads in local newspapers and an Action Network campaign directed at the governor. We also used the money for a successful campaign against a constitutional convention ballot referendum in conjunction with the AFL-CIO and its affiliates.

We were able to create and provide professional development to satisfy the requirements of the Right to Read law and new multilingual learner requirements. We provided State of Rhode Island Department of Education-approved workshops for proficiency and awareness in many of our locals so that teachers could fulfill their legal obligations. We also provided online professional development on artificial intelligence in partnership with the AFT's National Academy for AI Instruction. This gave hundreds of teachers the tools they need to navigate the ever-changing world of AI safely.

We also supported fundraising for charitable events and began a complete overhaul of our website to attract and retain members to our site so they can see what we are working on locally and nationally in real time. We also create the Smith Hill Report that goes out to the members of RIFTHP as well as to state and local officials as a report card and personal reflection of our year at the General Assembly.

\$230,611

TEXAS AFT

Through our statewide Thrive Campaign, Texas AFT was able to build upon the successes of our Respect campaign to further deepen and broaden our member engagement work. While we could not stop the eventual passage of a deeply flawed voucher plan in Texas, we continued to defeat it until the 2025 session. Solidarity dollars have aided us in building out communitywide messaging to help Texans understand the level of corruption in our politics and its impact on our public schools. Key in this work is connecting the \$10 million donation by Jeff Yass, an out-of-state billionaire, to Gov. Greg Abbott and the eventual awarding of a \$54 million contract to a Yass-owned company to distribute vouchers across the state. Our work continues with the recent launch of our All-In campaign, which will focus on elevating the standing and importance of our support personnel in schools. We continue to build out political and member mobilization capacity with the hiring of new organizers and strategic collaboration with our locals to leverage resources in support of our work. We continue to advocate for passage of key aspects of our educator bill of rights as we head into the next electoral and legislative cycle.

\$521,744

AFT VERMONT

AFT Vermont used solidarity funds to engage members and legislators on core issues, mobilize members to take action and support our political organizer position. We ran several political actions, including a massive fall political action in which members collected more than 5,000 letters that were delivered to state representatives and senators at the beginning of the legislative session, sending a strong message that we have a highly engaged membership. AFT Vermont also used these funds to donate to and engage with the Yes on 3 campaign, a ballot initiative that would enshrine workers' right to organize under our state constitution.

\$148,959

AFT WASHINGTON

We devoted solidarity funds to member and organizational branding, purchasing

items that allowed us to continue to build union solidarity among our membership both internally and externally. In addition, we spent funds to recognize and support the great work that our community partners do and the impact that they have on advancing the larger labor and progressive agendas that benefit our members and community.

These social justice and labor allies included the Washington State Budget and Policy Center, the Equity in Education Center of Washington, the Racial Equity Team, Race and the Labor movement, the 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.

\$114,701

WASHINGTON STATE NURSES ASSOCIATION

WSNA used solidarity funds for the advancement of policy and issues impacting nurses in the 2025 and 2026 state legislative sessions. Those issues included, but were not limited to, stopping workplace violence, protecting workers' rights, creating standing orders for medications that school nurses may provide students (albuterol and epinephrine) and addressing the corporatization of healthcare. WSNA utilized a robust digital advocacy platform called SparkInfluence to organize and mobilize members to lobby and educate legislators on these issues. We gathered hundreds of nurses for our Lobby Day events and trained them on how to engage with legislators on these issues. We also hired a contract lobbyist who helps us develop and foster relationships with our state legislators. The lobbyist also provides strategic consultation on issues we want to pursue through the Legislature or through rulemaking. Lastly, these funds helped us cover our stake in a larger healthcare union coalition called Washington Safe + Healthy.

\$161,392

AFT-WEST VIRGINIA/ EDUCATION WEST VIRGINIA

AFT-West Virginia, which officially merged with the West Virginia Education Association to become Education West Virginia effective Sept. 1, 2025, focused its use of solidarity funds to provide political education for members. AFT-WV held its annual Legislative Summit for members in the fall of 2024, bringing members together to develop legislative priorities and plans for the upcoming state legislative session. Funds were also used to promote member engagement in the fight for competitive employment packages and fair funding for public schools. During the summer of 2025, AFT-WV held its annual Summer School. During the nearly weeklong program, several events were held to educate members about current and upcoming legislative attacks on public education and workers' rights.

\$62,148

AFT-WISCONSIN

AFT-Wisconsin used these funds in two primary ways: to communicate with our members about elections and statewide issues, and to support organizations that fight for our values.

Our solidarity funds were used to support two statewide Union Leadership Institutes to build member leadership and to engage with partners such as the Empower Project and Wisconsin Progress to support political engagement and candidate training on public education. We also funded immigrants' rights groups with which we partnered and LGBTQIA+ allies.

\$155,900

WISCONSIN FEDERATION OF NURSES AND HEALTH PROFESSIONALS

WFNHP used solidarity funds to support pro-worker allies in the religious community, in the progressive community and in civil, women's and immigrants' rights organizations. Supporting these organizations and community campaigns helped us to preserve vital healthcare services in Milwaukee, support our public schools, strengthen relationships with key community allies and expand on our work to ensure healthcare as a human right.

WFNHP used solidarity funds to fight back against President Trump and the Department of Government Efficiency's cuts to staff and services at the Department of Veterans Affairs. WFNHP worked closely with the Milwaukee Area Labor Council as well as American Federation of Government Employees and Service Employees International Union locals to hold a rally at the Milwaukee VA Medical Center. We also purchased T-shirts for our nurse members at the VA for the rally and to wear to show solidarity on campus.

WFNHP teamed up with the Milwaukee Area Labor Council and Voces de la Frontera to host a Know Your Rights Training for union and nonunion health-care workers in the Milwaukee area to help protect themselves and their patients in the event Immigration and Customs Enforcement shows up in their hospital, clinic or lab.

Additionally, WFNHP used solidarity funds to support our political program and get-out-the-vote efforts to elect progressive local, state and national candidates.

\$14,970

**TOTAL FUNDS DISBURSED TO
STATE AFFILIATE SOLIDARITY
FUNDS: \$22,241,869**

BALANCE SHEET

For the six months ending December 31, 2025

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 2025	TOTAL 2024
CURRENT ASSETS									
Cash (Including Short-Term Investments)	\$ 17,482,235	\$ 218,014	\$ 1,628,618	\$ 533	\$ 4,350,931	\$ 189,548	—	\$ 23,869,879	\$ 20,386,852
Receivables									
Per Capita Taxes and Fees from Affiliates	40,528,279	259,161	109,344	—	—	—	—	40,896,784	42,425,215
Other	1,875,825	209,831	265,490	—	—	—	—	2,351,146	3,767,526
Interest Rate Swap			85,557	—	—	—	—	85,557	428,529
Prepaid Expenses	2,295,641	989,634	336,128	—	—	—	—	3,621,403	2,705,917
TOTAL CURRENT ASSETS	\$ 62,181,980	\$ 1,676,640	\$ 2,425,137	\$ 533	\$ 4,350,931	\$ 189,548	—	\$ 70,824,769	\$ 69,714,039
OTHER ASSETS									
Furniture, Equipment and Leasehold Improvements at Cost	27,648,371	—	42,329,689	—	—	—	—	69,978,060	69,368,683
Less: Accumulated Depreciation and Amortization	(24,346,768)	—	(35,515,052)	—	—	—	—	(59,861,820)	(58,376,763)
FIXED ASSETS, NET	3,301,603	—	6,814,637	—	—	—	—	10,116,240	10,991,920
Loans to Affiliates	3,148,316	—	—	—	—	—	—	3,148,316	3,276,242
Less: Allowance for Doubtful Accounts	(340,329)	—	—	—	—	—	—	(340,329)	(340,329)
NET LOANS TO AFFILIATES	2,807,987	—	—	—	—	—	—	2,807,987	2,935,913
Investments	42,595,748	7,479,224	5,875,596	—	—	—	—	55,950,568	61,269,089
Due (to)/from Other Funds	(5,464,945)	(8,044,001)	(2,357,114)	23,200,824	—	25	—	7,334,789	44,351
TOTAL OTHER ASSETS	\$ 43,240,393	\$ (564,777)	\$ 10,333,119	\$ 23,200,824	\$ —	\$ 25	—	\$ 76,209,584	\$ 75,241,273
TOTAL ASSETS	\$ 105,422,373	\$ 1,111,863	\$ 12,758,256	\$ 23,201,357	\$ 4,350,931	\$ 189,573	—	\$ 147,034,353	\$ 144,955,312
LIABILITIES AND FUND BALANCES									
CURRENT LIABILITIES									
Accounts Payable	\$ 26,189,128	\$ 8,010,933	\$ 158,326	\$ —	\$ —	\$ —	\$ —	\$ 34,358,387	\$ 32,767,644
Line of Credit	11,500,000	—	—	—	—	—	—	11,500,000	10,000,000
Post-Retirement—Health and Life Current	—	—	—	—	—	—	1,749,660	1,749,660	1,828,978
Post-Retirement—Accrued Officer Defined Benefit Current	—	—	—	—	—	—	1,113,529	1,113,529	1,058,054
State Collection and Rebate Payable	722,493	—	—	—	—	—	—	722,493	985,761
Assistance Payable to State and Local Federations	2,926,531	—	—	—	—	—	—	2,926,531	3,333,890
Accrued Other	338,079	1,000,000	3,399	—	—	—	—	1,341,476	1,508,014
Deferred Revenue	836,147	—	—	—	—	—	—	836,147	556,171
TOTAL CURRENT LIABILITIES	\$ 42,512,378	\$ 9,010,933	\$ 161,725	\$ —	\$ —	\$ —	\$ 2,863,189	\$ 54,548,223	\$ 52,038,512
OTHER LIABILITIES									
Mortgage Note Payable	—	—	15,321,727	—	—	—	—	15,321,727	16,095,437
Severance and Vacation Pay	15,462,415	—	—	—	—	—	—	15,462,415	15,248,103
Post-Retirement—Accrued Medical and Life Insurance	—	—	—	—	—	—	19,317,571	19,317,571	19,559,553
Post-Retirement—Accrued Officer Defined Benefit Plan	—	—	—	—	—	—	9,536,092	9,536,092	9,659,461
TOTAL OTHER LIABILITIES	\$ 15,462,415	\$ —	\$ 15,321,727	\$ —	\$ —	\$ —	\$ 28,853,663	\$ 59,637,805	\$ 60,562,554
FUND BALANCES									
Current Year	(4,426,146)	(285,180)	5,799,077	4,317,040	770,623	87,537	—	6,262,951	(3,252,586)
Prior Year Fund Balance	51,873,726	(7,613,890)	(8,524,273)	18,884,317	3,580,308	102,036	(31,716,852)	26,585,374	35,606,832
TOTAL FUND BALANCE	\$ 47,447,580	\$ (7,899,070)	\$ (2,725,196)	\$ 23,201,357	\$ 4,350,931	\$ 189,573	\$ (31,716,852)	\$ 32,848,325	\$ 32,354,246
TOTAL LIABILITIES AND FUND BALANCES	\$ 105,422,373	\$ 1,111,863	\$ 12,758,256	\$ 23,201,357	\$ 4,350,931	\$ 189,573	\$ —	\$ 147,034,353	\$ 144,955,312

*Solidarity Fund reports on cash basis.

STATEMENT OF INCOME AND EXPENSES

	Six Months Unaudited Dec. 31, 2025	Program Budget 2025-2026
GENERAL FUND		
INCOME		
Per Capita Dues	\$ 92,504,968	\$ 185,903,100
State AFL-CIO Collections	\$1,009,083	2,200,000
Shanker Institute and Innovation Fund Reimbursements	708,792	1,747,664
Associate Membership	1,006,366	1,980,000
Program Administration	187,500	900,000
Investments and Other Miscellaneous	1,507,431	2,582,500
TOTAL INCOME	\$ 96,924,140	\$ 195,313,264
EXPENSES		
Administrative Expenses	\$ 49,731,723	\$ 96,615,250
Affiliations, Fund Allocations, Rebates, etc.	23,329,951	31,505,648
Communications	1,510,305	2,502,525
Constituencies, Innovation Fund and Shanker Institute	3,156,770	5,671,710
Funding Our Priorities	5,004,762	20,000,000
Governance and Operations	1,272,176	2,951,779
International and Human Rights	676,396	1,902,298
Legislation, Politics and Advocacy	5,812,739	5,135,690
Mobilization and Organizing	10,580,851	31,756,414
Research and Strategic Initiatives	268,194	396,168
TOTAL EXPENSES	\$ 101,343,867	\$ 198,437,482
NET (DEFICIT)/EXCESS OF INCOME OVER EXPENSES	\$ (4,419,727)	\$ (3,124,218)

**Audited
June 30, 2025**

GENERAL FUND

INCOME	
Per Capita Dues	\$ 180,349,351
State AFL-CIO Collections	2,103,777
Shanker Institute and Innovation Fund Reimbursements	1,272,946
Associate Membership	1,788,071
Program Administration	1,487,362
Investments and Other Miscellaneous Income	3,197,255
TOTAL INCOME	\$ 190,198,762
EXPENSES	
Administrative Expenses	\$ 95,453,352
Affiliations, Fund Allocations, Rebates, etc.	44,961,644
Communications	2,128,161
Constituencies, Innovation Fund and Shanker Institute	3,775,073
Funding Our Priorities	10,007,415
Governance and Operations	5,412,691
International and Human Rights	891,217
Legislation, Politics and Advocacy	9,858,091
Mobilization and Organizing	24,761,918
Research and Strategic Initiatives	126,388
TOTAL EXPENSES	\$ 197,375,950
NET (DEFICIT)/EXCESS OF INCOME OVER EXPENSES	\$ (7,177,188)

	Unaudited Dec. 31, 2025	Audited June 30, 2025
MILITANCY/DEFENSE FUND		
INCOME		
Per Capita Dues	\$ 3,381,615	\$ 10,179,356
Locals Insurance	792,347	2,125,053
Investment Revenue and Market Adjustment	247,283	620,998
Contributions	—	—
Other	2,893	34,715
TOTAL INCOME	\$ 4,424,138	\$ 12,960,122
EXPENSES		
Professional Fees	\$ 5,049,723	\$ 11,744,183
Locals Insurance	1,455,057	3,572,851
Other	13,818	15,496
TOTAL EXPENSES	\$ 6,518,598	\$ 15,332,530
NET (DEFICIT)/EXCESS OF INCOME OVER EXPENSES	\$ (2,094,460)	\$ (2,372,408)

**Unaudited
Dec. 31, 2025** **Audited
June 30, 2025**

SOLIDARITY FUND

INCOME		
Per Capita Dues	\$ 14,868,795	\$ 28,489,937
TOTAL INCOME	\$ 14,868,795	\$ 28,489,937
EXPENSES		
Grants to State Solidarity Funds	\$ 5,139,317	\$ 9,643,353
Ballot Initiatives and Campaign Expenses	1,314,438	7,220,599
State Affiliates Political Organizing	—	—
527 Solidarity Fund	4,098,000	9,416,462
TOTAL EXPENSES	\$ 10,551,755	\$ 26,280,414
NET (DEFICIT)/EXCESS OF INCOME OVER EXPENSES	\$ 4,317,040	\$ 2,209,523

**Unaudited
Dec. 31, 2025** **Audited
June 30, 2025**

BUILDING FUND

INCOME		
Per Capita Dues	\$ 518,733	\$ 1,016,804
Rent	—	—
Equity in Income of Limited Partnership	—	—
TOTAL INCOME	\$ 518,733	\$ 1,016,804
EXPENSES		
Rent and Operating Expenses	\$ —	\$ —
Other	—	—
TOTAL EXPENSES	\$ —	\$ —
NET (DEFICIT)/EXCESS OF INCOME OVER EXPENSES	\$ 518,733	\$ 1,016,804



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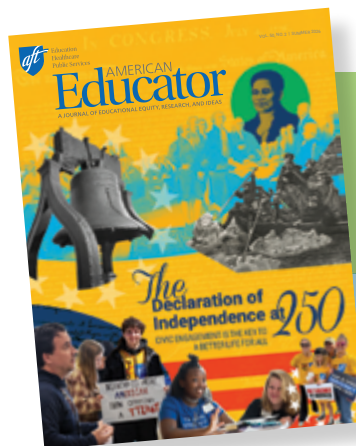
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