

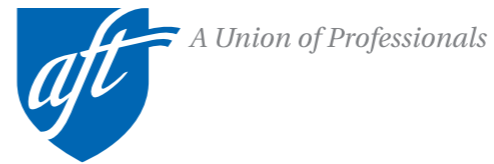
Fighting for the Promise
of a Better America

Join Us to



**RECLAIM
OUR FUTURE**





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Our Mission

The **American Federation of Teachers** 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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Letter from **RANDI WEINGARTEN, AFT PRESIDENT**

The AFT is a solution- and member-driven union that fights every day for our members, our students, our patients and our communities. We fight for a better life for all. And you deserve that and much more. You make a difference in the lives of others.

As a union of educators, healthcare professionals and public employees, we are the heart of the institutions that help our families and our communities recover and thrive. And given the environment around us—the political, societal, economic and educational effects of the pandemic, and other crises—our work and our solidarity are more important than ever.

I have travelled constantly over the last year to do what I could to walk in your shoes. To see you, to hear you. And what I see in our 1.7 million members is commitment. *Commitment to children, commitment to patients, commitment to our schools, commitment to our professions and commitment to our communities, to our multiracial democracy and to creating the freedom for all to thrive in a fairer and more just world. This commitment is union work.*

As we combat the extremists' attacks on our professions, public education and the labor movement, and fight for the conditions, the support and the salaries we need simply to do our jobs in this very fraught environment, our commitment to each other and the communities we serve remains strong. At the AFT, we care, fight, show up and vote—especially for the next generation. There was already a mental health crisis among our youth before the pandemic; the last two years of isolation and increased social media use have been incredibly hard.

We knew that being back in person was vital—particularly for the students we serve and for our healthcare and education members. But we were not going to sacrifice safety. Safety measures were the way back in, so whether it was K-12 schools, college campuses, hospitals or public services, we were at the forefront of keeping workplaces safe by sourcing PPE to protect patients and clinicians and fighting for community-wide safety standards. And at the same time, we understand—as so many now do—that schools are community hubs that help feed kids, that provide internet access and that bring communities together.

We showed that in times of great stress and turmoil, unions can be a binding force for good.

This has been especially true as we work to keep our schools, grocery stores, hospitals, churches and communities safe from gun violence. The school year started with a fight for safe in-person schooling; it ends with a fight for commonsense gun violence prevention. The spate of mass shooting massacres—an elementary school in Uvalde, a grocery store in Buffalo and a hospital in Tulsa—propels us to fight to get something done. Guns and hate are a toxic combination, and we must not be silent. Toward that end, we embarked on an Enough Is Enough campaign to keep our students safe, allying with the students who created March for Our Lives and Teachers Unify to End Gun Violence, an organization created by three AFT members, and many others to pass the commonsense gun laws that most Americans—Democrats and Republicans—want.

Increasing wages and driving down costs is also union work. And student debt is a huge burden that impedes so many of our members' dreams—dreams like buying a home and starting a family. That's why we have worked relentlessly to fix Public Service Loan Forgiveness and to cancel student debt; we've demanded action in the streets, in Congress and in the courts. And the Biden administration is taking action. This year, over 100,000 educators, firefighters and nurses will have their entire student debt balance forgiven. That is an estimated \$6 billion back in the pockets of working people. AFT Healthcare-Maryland member Yvonne Dowell, for example, was shocked when her servicer, Fed-Loan, cancelled nearly \$40,000 in debt and returned about \$5,000 in overpayments. (To learn more about PSLF and the AFT's role in fixing it, visit aft.org/pslf.)

As you have seen with the Starbucks and Amazon organizing (which we are supporting), union organizing is now cool again. Gallup polling puts approval of unions at the highest level since 1965, with support in the 60s overall and in the 70s among young people.

There is a reason for that: The labor movement is perhaps the single best vehicle that workers and their families have to improve lives. We improve lives at the bargaining table and at the ballot box. We improve lives by working together in our communities, our statehouses and our nation's capital. And the more density we have, the more we lift everyone up. Remember, the middle class was at its heights when union density was at its heights in the decades following World War II. That's because unions raise wages for all working people—not just union members. From 1945 to 1965, when union membership peaked at 33 to 29 percent, the share of income going to the top 10 percent* decreased to around 36 percent. But today, with union membership around 10 percent, income inequality has soared, with 46 percent of income going to the top 10 percent. But we're fighting back, and now we have an administration that is helping us fight the war corporate America has waged against unions and union organizing for the last 50 years.

Every moment in history, every election, every crossroads, can be viewed through the lens of hope or fear, aspiration or anger. But this moment in the United States is different—and very dangerous. Our democracy has withstood every challenge over nearly two-and-a-half centuries, but it is splitting into factions right before our eyes. As our country becomes more diverse, extremists and power mongers are preying on racial and economic anxieties, stoking resentment and ethnic tribalism.

You—and we, together in the union—are the antidote to the division, anxiety and scapegoating that are threatening our democracy. We create hope and nurture aspirations. It's not only what you do every day to make a difference in other people's lives—the student in your classroom, the patient in the ER, or the mom who needs the public services you provide—but what we accomplish together. As a union, we fight for the healthcare, decent wages, retirement security, voice, public education and public services we all need to recover and thrive.

Yes, the privatizers and the anti-public education and anti-union forces are exploiting the post-pandemic anxiety and trauma that surround us, but at the same time, through exhaustion, burnout and your own trauma, you are the aspiration agents. You are helping our kids recover. You are helping families tackle the concerns that keep them up at night. You are not just helping people get through the pandemic and the other crises we face, but helping all of us build a better life—not just for ourselves and our families, but for all families and the next generation, too. That's union work. Thank you.

In unity,

Randi Weingarten
AFT President

*To learn more about the benefits of unionization, see "Unions Help Reduce Disparities and Strengthen Our Democracy" by the Economic Policy Institute: go.aft.org/5a8.

We are building a better America

You may think a union is about better pay and benefits. And it is. When you join the AFT, you become part of a community that fights for decent pay, a voice on the job and safe working conditions—but we are so much more.

We are a union of professionals making sure that students are prepared for their futures in schools and colleges meeting their academic, social and emotional needs; that patients are given the bedside care they need; that communities have safe water to drink and clean air to breathe; and that everyone has the freedom to thrive—especially the next generation.

We represent 1.7 million members—teachers and school staff, healthcare professionals, higher education faculty and staff, and public employees—who are making a difference in the lives of others. Together, through our union solidarity, our power multiplies.

When you join the AFT, your voice is backed by your local, state and national union and by the AFL-CIO—which the AFT joined back in 1916. Once you join, you're never alone.

As you'll see in the pages that follow, the AFT fights to solve the problems that are keeping you up at night. In recent years, we added just-in-time benefits, including trauma counseling with highly trained therapists and student debt relief through our partner Summer. Tackling the problems of recruitment and retention, we created task forces that bring together our affiliates' leaders with top researchers to address critical staffing shortages in schools and hospitals. And because we know that your students' troubles keep you up as much as your own, we added a wide array of social, emotional and academic resources on Share My Lesson.



Rest assured, when you join the AFT, you're joining like-minded professionals who fight for a better America. Our power comes from our values, our vision and our dedication to engaging with families and communities. But there are political extremists who want to sow division to retain their own power.

Every moment in history can be viewed through a lens of hope or fear, aspiration or anger. In our work, we create hope, opportunity and joy—which overcome anger and fear every time. We're the aspiration agents. The more successful we are, the harder it is for extremists to drive a wedge between us and the families and communities we serve.

When the extremists prey on anxieties, we care, we fight and we show up.

When the other side says “ban books,” we give them away. Through our Reading Opens the World campaign, we are giving children and educators in marginalized communities 1 million books along with tips to foster a love of reading. Between December 2021 and May 2022, more than 70 AFT locals hosted Reading Opens the World events and gave away 300,000 books. Many feature diverse and bilingual characters so all children see themselves reflected in the stories.

When they try to drive a wedge between us and kids and parents, we make schools the hubs of communities. Community schools connect families to wraparound services right in the school, and they foster trust and relationships, supporting inclusivity and civic participation. From Boston and Los Angeles to Deer River, Minn., and Rome, N.Y., the AFT has supported dozens of locals in creating community schools. Our goal: 25,000 community schools by 2025.

When they blameshift about the pandemic, we work to make in-person learning safe and welcoming. Our 2021 Back to School for All campaign gave \$5 million in grants to over 1,800 AFT affiliates serving some 20 million students for everything from visiting homes to reassure families about returning to in-person learning, to mobile vaccination services provided by AFT affiliates like the Chicago Teachers Union and the United Federation of Teachers in New York.

When they call for arming teachers, we demand commonsense gun safety laws. Teachers know that more guns in schools is not the answer—and we know that teachers should not have to be human shields. So we launched Enough Is Enough, a campaign to end gun violence. We are partnering with the students of March for Our Lives, are building on our advocacy from our 2021 report with Everytown for Gun Safety, and are especially proud to support the three AFT members who founded Teachers Unify to End Gun Violence.

When they try to defund public schools and promote vouchers, we fight for better learning conditions and resources. We helped pass the American Rescue Plan, with \$130 billion to help schools pay for additional staff, technical support, and health and safety measures to help students recover from the pandemic. Our locals from Minneapolis and St. Paul to Scranton and Boston have won contracts to improve educator retention and increase vital student supports like mental health services and school nurses.

When they ignore crushing student debt, we work ceaselessly to minimize that debt. We partnered with Summer to help AFT members minimize their student loan payments, offered hundreds of student debt clinics, sued Navient to stop its misleading loan practices, and even sued the U.S. Department of Education to fix the Public Service Loan Forgiveness program. Because of our fight to fix PSLE, over 100,000 educators, firefighters and nurses will have their entire student debt balance—an estimated \$6 billion—forgiven.

When they put profits over patients, we support healthcare workers on the frontlines. Early in the pandemic, we invested \$3 million to purchase 500,000 N95s, 50,000 face shields and 1 million surgical masks. And we've been fighting alongside our locals for their physical and mental health and for the safety of their patients. Oregon Federation of Nurses and Health Professionals members won a contract guaranteeing sufficient staffing, so they can care for patients without burnout and exhaustion. And nurses at Jersey Shore University Medical Center went on strike and won a contractual say in how pandemic surges are handled, along with incentives for staff retention.

When they attack access to the ballot box, we get out the vote. The AFT runs massive community and union GOTV efforts, and we are fighting

to pass the John Lewis Voting Rights Act and the Freedom to Vote Act. Share My Lesson, our free lesson plan and professional development platform for educators, offers dozens of lessons on elections to help prepare young people to become informed voters.

Above all, when the other side tries to poison this country with fear and anger, we offer a path to the better life that people want. We offer them a vision of an America that lifts everyone up.

We have a saying at the AFT: Together, we can accomplish things that would be impossible on our own. Organizing and mobilizing in solidarity is how we turn our aspirations into action, to create a better life for all and especially for the next generation. Join us!

We fight for good jobs, the right to a union and a better life for all



Throughout the pandemic, you've seen the AFT's leadership as we fought for COVID-19 mitigation strategies at all workplaces, bought PPE for our healthcare members and created guides to safely reopen schools. And in the news, you've followed the organization and mobilization of our union affiliates: You've seen the throngs of teachers and nurses raising their protest signs and demanding that their work be fairly compensated and safe, with the resources they need to serve their students, patients and the public. The individuals on the picket lines join together to create a powerful

force—and the 1.7 million members of the AFT stand with them, all backed by the resources of our national union, which provides more than 100 years of experience fighting for workers' rights.

The result? Better working conditions for our members. Better learning conditions and healing conditions for our students and patients. Better public services for our country. Here are just a few examples:

- A three-week strike by the Minneapolis Federation of Teachers helped win wage increases for education support professionals, caps on class sizes and more mental health supports for students.
- A two-day strike by the Backus Federation of Nurses in Norwich, Conn., helped win a 14 percent pay increase and a supply of new N-95s so nurses no longer have to risk contracting and spreading COVID-19 by reusing dirty ones.
- A 4 a.m. settlement, hours before they'd have gone on strike, by lecturers at the University of California included a 30 percent pay increase, family leave and vastly improved job security for adjunct faculty.

As exciting as these wins are, we only go on strike as a last resort. In Minnesota, for example, the Saint Paul Federation of Educators negotiated a historic contract—with increased funding for staff retention and vital student supports—through their commitment to their community and bargaining for the common good. And AFT New Mexico went the advocacy route, helping win state legislation so favorable for educators, advocates called it an “education moonshot,” with pay raises, secured pensions, expanded residencies and measures for retired educators to more easily fill vacancies plaguing the schools.

The AFT also creates resources to support you professionally and personally. The AFT's educator health and well-being campaign provides practical tools for managing the stress that is driving so many educators out of the profession, we're partnering with top researchers to study moral injury among nurses, and we've added a trauma benefit so all our members have access to counseling with a trained therapist. And throughout the pandemic, we supported members by creating reopening

plans enforced by our strong collective bargaining, and we amplified member voices through reports like our contingent faculty report, which revealed that a quarter of part-time faculty live below the poverty line and energized our fights for higher pay. We also tracked and reported educators' experiences related to student learning, school needs, online and hybrid teaching and more.

On a larger scale, the AFT is proud to be a major force in the labor movement to fight for good jobs everywhere. We celebrated the first-ever state employee collective bargaining agreement in Colorado when WINS Local 1876 ratified its contract. We championed organizing, collective bargaining and whistleblower protections internationally, joining global labor campaigns for better working conditions.

To help everyone prepare for good jobs, the AFT works to reduce student debt so that higher education is accessible to anyone who wants to enrich their lives while improving their earning potential. Everyone should be able to get a college degree if they want one, and no one should have to pay for it with a lifetime of debt.

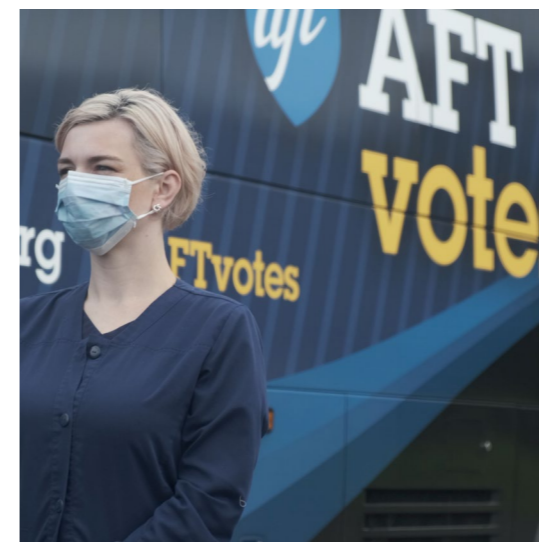
We successfully sued rogue student loan servicer Navient for misleading borrowers and the U.S. Department of Education for a broken debt relief program that prevented borrowers from getting the relief they'd been promised. In 2021, we won major changes to Public Service Loan Forgiveness—a program that relieves all federal student debt for people who work in public service, after they make payments on their loans for 10 years. Now, public service workers like teachers, college professors, nurses and other healthcare professionals, public employees and other people who work for the public good are having their debt discharged—and are even getting reimbursed for the overpayments they made when the program was dysfunctional under former education secretary Betsy DeVos.

We also hold student debt clinics to help individuals become debt free, and we've partnered with Summer, an organization that guides borrowers toward debt reduction and relief, to ensure our members have expert, individualized help in finding their best payment plans.



Because we are dedicated to a better life for the next generation, we work to make sure every preK-12 school has the resources it needs, regardless of demographics and ZIP codes. We fought hard for the American Rescue Plan, which provided funding for schools to pay for additional staff, technical support and health and safety measures to recover from the pandemic. And throughout 2022, we are distributing 1 million free books to children in need across the nation and providing professional development webinars, tips and tools to support students' literacy with our Reading Opens the World campaign.

We fight for the right to vote, the integrity of elections and the survival of our imperiled democracy



All of our work hinges on us as workers winning a voice in our workplaces and a voice in our communities. That means fighting for our democracy.

We are living through a time when the right to vote is seriously threatened. Small-minded politicians are putting up barriers to make it harder for Americans—and especially marginalized Americans like poor people and Black, Indigenous, Asian American and Latinx people—to cast their vote. They are eliminating polling stations in selected progressive neighborhoods, requiring cumbersome identity checks (despite research

showing that voter fraud is almost nonexistent), and banning voter advocates from handing out water and snacks to people standing in long lines, waiting for their turn to vote. There are plenty of shenanigans going on with redrawing voting districts, too: attempts to split up certain populations to diminish their voting power.

Our massive union and community get-out-the-vote efforts are pushing back. For each election, we devote countless hours to knocking on doors and phone banking to ensure households have the election information they need. Our affiliates know which battles are most important: They know which candidates will support public education, affordable and comprehensive healthcare, robust public services and equity—whether on the school board or in the U.S. Senate. And the AFT's national office runs a coordinated campaign, supporting our affiliates as they fan out across the nation, educating the American public and urging everyone to vote.

We also work hard at the federal and state levels, fighting those policies that would squelch the voting power of the people. The AFT is among the leaders in a movement to pass the John Lewis Voting Rights Act and the Freedom to Vote Act, two laws that would codify access to the polls. We joined the NAACP to launch the Fighting for Our Vote campaign, with AFT leaders traveling across the country to shine a light on restrictive voting laws, mobilizing members of the participating organizations to urge their communities to register to vote and to demand that local and state elected officials adopt voter protections.

Recognizing the vitality of a diverse voting population that matches the diverse population of our nation, the AFT has reached out to immigrants who need a pathway to citizenship. Working with our affiliates and community partners in Florida and Texas, we offer workshops on how to become a naturalized citizen, reviewing requirements, assisting with official forms and offering legal advice.

We promote a deeper understanding of the crucial role democracy plays in our nation in the classroom as well.

Share My Lesson, the AFT's free lesson plan and professional development platform for early childhood through college educators, has a robust

collection about voter suppression, full of videos, handouts, classroom projects, lesson plans and even a board game; it explores everything from the Constitution to media literacy, gerrymandering and one of the most current topics, the threat to democracy posed by the Jan. 6 insurrection. There is also a deep well of content on the history of democracy and how it functions, from Plato to modern-day Capitol Hill, and dozens of lessons on elections that will help prepare young people to become informed voters.

And the AFT's Albert Shanker Institute—which is dedicated to education, democracy and the labor movement—has a robust collection of free reports, webinars and blog posts on civic education. Over the past year, through its Educating for Democratic Citizenship initiative, the institute worked with educators from across the country to develop instructional materials to engage students in action civics projects—all of which are now available on Share My Lesson.

We fight for high-quality, well-resourced healthcare, public services and public schools and colleges



The AFT and our members are united by a moral duty to fight for the people we serve. We strive to ensure that they have the best possible places to learn, heal and thrive. That includes students in public schools, colleges and universities; patients in hospitals and clinics; and the general public,

which depends on the public services our members provide—like safe roads and bridges, social services and parks.

So while the union has your back, our solidarity in our union also moves us all forward, together.

Our public schools need funding to support children from the earliest ages through graduation. And our teachers are the experts who know how that funding can best be used to meet students' needs. That's one reason we created our Teacher Leaders Program, which empowers selected educators to assume active leadership roles in their schools, unions and communities so they help shape policy in profoundly relevant ways. In addition, over the past year, we rallied for education funding in the American Rescue Plan package, which addresses pandemic recovery, and bargained with administrators about how to ensure that the funds meet the needs of students, educators and school staff. We brainstormed with other educators and advocates at the State of Latino Education Summit, hearing from luminaries like U.S. Education Secretary Miguel Cardona about the importance of equity and inclusion, and diving into legislation that will make that possible, with members of the National Hispanic Caucus of State Legislators. And we have worked to support public education in state legislatures across the country.

Our locals have made advances too. The Saint Paul Federation of Educators fought for—and won—smaller class sizes, more mental health services for students and guaranteed recess. The Minneapolis Federation of Teachers improved counselor-to-student ratios. The Boston Teachers Union now has a school nurse in every school, funding for parent-teacher home visits and restorative justice coordinators. All of these were accomplished by working together with parents and other community members and organizations.

We've also been fighting for the New Deal for Higher Education, which is aimed at making college accessible to everyone. Crafted by the American Association of University Professors and the AFT, this vision of higher education calls for a massive federal investment for such elements as free college, student debt relief and sustainable workplaces with livable wages for faculty. It also pays particular attention to inequity and access for Black, Indigenous and Latinx students.

Our public good principle also applies to nurses and other healthcare workers who are on the frontlines caring for COVID-19 patients, trying to prevent pandemic spread and protect not just themselves but their families and colleagues.

When members of the Oregon Federation of Nurses and Health Professionals came close to a strike last fall, it was because they were fighting for sufficient staffing so that when they care for patients, they are mentally and physically able to do the best job possible—and not burned out by too much overtime or coming in to work sick because there is no one else to cover for them. They also won racial justice language in their contract.

When the nurses at Jersey Shore University Medical Center, members of the AFT's Health Professionals and Allied Employees affiliate, were among the very first in the United States flooded with COVID-19 patients, they were overwhelmed, exhausted and determined. But months later, after being hailed as heroes, they had to strike to have their voices heard. They won a say in how pandemic surges are handled, wage increases averaging 17.5 percent and financial incentives for staff retention. And in Connecticut, Natchaug Hospital Unions United nurses are in a long-term fight for a maternity unit that the hospital has threatened to shut down. While hospital administrators focus on profits, the union focuses on community needs.

Among public service employees, New York's Public Employees Federation has established a Fund Our Future campaign to urge the state to address deficiencies like the lack of mental health services and other alternatives to an overtaxed criminal justice system, and public accountability for—not privatization of—infrastructure repairs, maintenance and, ultimately, safety. The AFT fought to pass the national Infrastructure Investment and Jobs Act, with its \$1.2 trillion to rebuild roads, bridges and railways; improve access to clean drinking water and high-speed internet; advance environmental justice; and create more good-paying union jobs.

We fight for hope and aspiration, countering division and discrimination



If there's one thing we've learned about making change and influencing policy, it's that we are stronger together. The AFT embraces thousands of people and organizations we are proud to call our partners, ensuring that we are truly serving our communities by working alongside other people who live in them.

In rural Deer River, Minn., we learned that Native American families need one place where they can access vital resources. So we transformed the local elementary school into a full-service community school, with wraparound services like mental health care, dentistry, a food pantry and, most importantly, the warm, human connections that our children and families deserve. We have over a decade of experience creating community schools—and we're fighting forward with the Biden administration for funding to establish 800 more community schools across the country.

We're also making sure our schools are safe and welcoming. In the AFT's Back to School for All campaign, our grants totaling \$5 million were used for everything from visiting homes to address families' concerns about returning to in-person learning, to festivals with book giveaways, marching bands and pandemic safety information. When communities had limited access to vaccines, AFT

affiliates like the Chicago Teachers Union and the United Federation of Teachers in New York provided mobile vaccination services.

Our Campaign to Stamp Out Racism, launched in partnership with the NAACP and First Book, aims to ensure that every student has books that reflect who they are and the great diversity of our country, and that educators have the resources they need to create equitable learning environments. That's why we partnered on a special AFT edition of *Stamped* by Jason Reynolds and Ibram X. Kendi. The book is among the millions the AFT and First Book are distributing free to students, many of them reflecting the children of color who for so long rarely saw themselves in picture books and other school materials. Together, the AFT and First Book have gotten 7.5 million books into children's hands—and in 2022, we're giving away 1 million more through Reading Opens the World.

The AFT works to create thriving communities for everyone, partnering with organizations like the NAACP, the Human Rights Campaign, Pride at Work, the League of United Latin American Citizens, the National Education Association, the American Association of University Professors (AAUP), Journey for Justice, the National Indian Education Association, the Education Justice Research and Organizing Collaborative and so many others. We offer professional development at important conferences like the Congressional Black Caucus Foundation, and our leaders and members network at conventions with organizations like the National Association for Bilingual Education and the Coalition of Black Trade Unionists.

There is so much work to do to stanch the systemic racism that has always plagued our great nation, with new legislation trying to prevent teachers from teaching honest history and bigotry planting fear in the hearts of Indigenous, Black, Latinx, Asian American, Muslim and LGBTQIA+ people and other marginalized groups. We support educators who continue to teach inclusively and join with partners like the AAUP to protect academic freedom—as we did at a wide-ranging panel discussion over “gag orders” in higher education. And when laws are passed that restrict teaching, we fight back, such as when AFT-New Hampshire joined public school teachers and parents to sue state officials over subject matter restrictions.

We also hold institutions accountable by forcing them to keep promises. For example, Rutgers AAUP-AFT members sued the university for failing to follow through on pay equity contract language, and the Graduate Employees' Organization at the University of Michigan held out for policies that require an examination of policing on campus, which disproportionately affects Black students and staff.

Awareness and connection are crucial to fighting against systemic racism and for the land of opportunity that America promises, so the AFT has hosted countless discussions and conferences to facilitate both. Our annual Civil, Human and Women's Rights Conference includes moving sessions on education justice, coalition building, voting rights and more, all buoyed by hope.

As professionals and as a union, we care, we fight, we show up and we vote. We choose hope and aspiration over fear and division. That's why over 4,500 professionals have joined the AFT in the past year. With you, we can turn the aspiration that unites everyone in our richly diverse country—the aspiration for a better life for ourselves, our children and our communities—into action.



Get in touch

You do important work and have great ideas. We want to hear from you! Here's how to get started:

Be informed and active

Need tools to help you do your job better? Want to keep up with the latest and greatest from the AFT? Subscribe to our e-newsletters at aft.org/enews. Then, join hundreds of thousands of member activists just like you. Be part of the AFT e-activist network and receive alerts on current issues and ways you can use your voice for justice. Visit aft.org/action.

Get the full picture at AFT.org

Find out information on the issues that matter to you. Access reports and research to inform your work. Gain access to workplace tips and professional development resources. Visit aft.org.

Read members' stories on AFT Voices

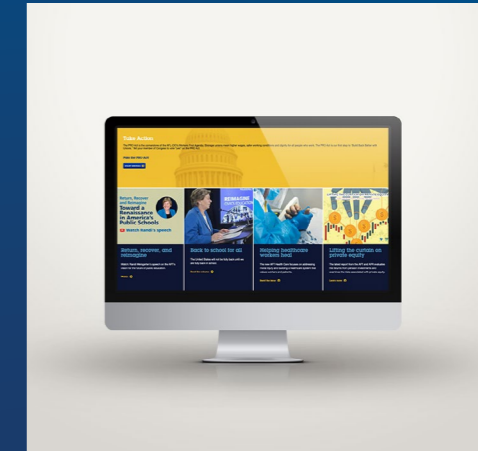
The AFT shares stories and perspectives in blog format from members who care, fight and show up for the students, patients, colleagues and communities they serve. Read their stories at aftvoices.org and prepare to be amazed.

Dig deeper with the AFT's journals

American Educator, available at aft.org/ae, is a quarterly journal for educators and policy-makers from early childhood through higher education. *AFT Health Care*, available at aft.org/hc, is a biannual journal with articles of interest to professionals in healthcare, public health and health policy.



Stay connected



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Executive Vice President Evelyn DeJesus
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AFT + MEMBER BENEFITS For Prospective Members

At the AFT, we understand the power of joining together—in our work, in our communities and in the marketplace.

As members, we have our own marketplace—AFT + Member Benefits—a rich array of discounts, services and benefits that go beyond the workplace. Many of these programs are available to family members, too.

Are you worried about your student loans? Do you need to equip your home office? Looking for a competitive mortgage rate? Want a choice of no-fee credit cards? A great wireless plan? Do you yearn to travel? We have hotel discounts, rental car savings, guided tours and even flight discounts.

Whether for everyday necessities or splurges, remember to check the AFT + Member Benefits offerings. Visit aft.org/benefits or email aftplus@aft.org to learn more.

DISCLOSURES

The AFT has numerous endorsed programs listed in this brochure for which it receives expense reimbursements. All payments to the AFT are used solely to defray the costs of administering the AFT + Member Benefits programs and, where appropriate, to enhance them. The programs listed in this brochure are current as of May 2022.



Summer: Simplifying Student Debt

Summer is a trusted online platform that can help you simplify and manage your student loan situation. Summer, which is free to AFT members, specializes in enrolling borrowers in income-driven repayment plans and keeping them on track for Public Service Loan Forgiveness.

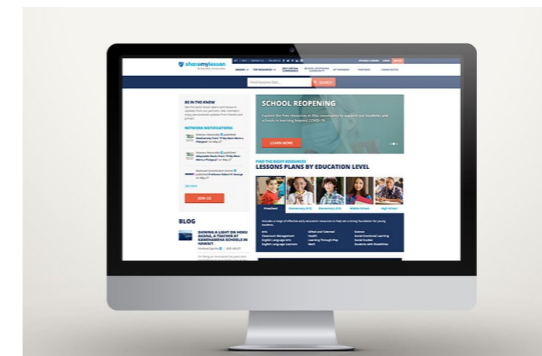
Student Debt Clinics

Use this resource to learn about the landscape of free and underused federal programs that help many student loan borrowers lower their monthly payments.



Share My Lesson

Educators can exchange lesson plans, ideas and best practices; join free professional development webinars; and access thousands of standards-aligned lesson plans and activities for toddlers through higher education.



NewsGuard

NewsGuard is an online browsing tool that the AFT provides to members for free to help assess the reliability of online news and information.

AFT and Union Plus Scholarships

AFT members and their families can apply to two different scholarship programs to help them reach their education goals.



Free Identity Theft Protection

The AFT provides identity theft protection to all members at no cost. This program offers members online protection and monitoring tools as well as access to a fraud resolution team.

Hotels

Special member savings at both the Hilton and Wyndham hotel chains.

Car Rental

Save up to 25 percent with car rental discounts for AFT members.



Southwest Airlines

AFT members are eligible for discounted travel on Southwest Airlines.

Vacation Tours

Save on travel destinations around the world when you experience guided travel with Collette using your member discount.

Personal Loans

Credit-qualified members can consolidate their high-interest credit cards and debts with a personal loan that has no hidden fees and one monthly payment.

Credit and Budget Counseling

Certified nonprofit credit counselors are available 24 hours a day to help AFT members with confidential financial guidance and credit counseling services.

Credit Cards

The AFT + credit card program has three card options that AFT members can apply for. All have no annual fee and include special safety net features in the event of a layoff, strike or natural disaster.



Legal Services

Choose from two levels of legal savings: a prepaid legal plan with full coverage on a wide range of services, or free access to a discount legal plan that includes a half-hour consultation.

Money Transfer

Get a 10 percent discount on transfer fees when sending money online.

DinnerTime

Members can save money and make healthy, customized meal planning easy. Members get a free month trial.

Health Savings Plans

AFT members and their families have access to special rates on vision insurance as well as dental, vision, prescription and hearing discount plans.

Trauma Counseling

AFT members have access to specialized trauma counseling—free of charge—in the one-year aftermath of a covered traumatic incident. Covered traumas can occur in a member’s personal or professional life.

AT&T Wireless

Save 15 percent on the monthly service charge on qualified AT&T wireless plans and save up to \$10 per line on Unlimited Elite plans.

Dansko Footwear

Dansko, a brand known for quality, comfort and style, offers AFT members a 25 percent discount from a special members-only link.

Dell Computers

AFT members can save 10 percent through a special members-only link.

Flowers and Gift Baskets

Members can save up to 30 percent on flowers, gifts and plants—100 percent satisfaction guaranteed.



Entertainment Discounts

Union members receive discounts on movie, theme park and theater tickets, as well as online restaurant savings, across the country. There is a mobile app for easy access to savings on the go.

Office Depot/Office Max

Members can get special savings on everything from classroom and home office supplies to printers and accessories.

Accidental Death and Dismemberment Insurance

All AFT members have a \$5,000 Accidental Death and Dismemberment policy paid for by the AFT.

No-Cost Term Life for New Members

New AFT members can obtain \$5,000 of term life insurance coverage for one year with no premium payment.

Auto and Home Insurance

As a member, you have access to special group discounts on auto and home insurance.

Term Life

Members have access to group rates on voluntary term life insurance to provide financial protection for your loved ones in the event of a premature death.

Senior Term Life

Help pay final expenses and ensure peace of mind.

Disability Income

As an AFT member, you can purchase group voluntary insurance protection to provide income if you are unable to work due to an accident or extended illness.

Pet Health Insurance

Get up to a 10 percent discount off premiums from a plan that lets your pet receive care from any licensed veterinarian, emergency vet or specialist.



Free College

Members and family members can earn an online associate degree with no out-of-pocket costs for tuition, fees or e-texts.

Mortgages

Find competitive rates on a range of mortgage options, plus special benefits, including hardship assistance for union members.



Save My Home Hotline

Members facing foreclosure or mortgage issues can make a free call to a hotline staffed by HUD-trained counselors.

Professional Moving Discounts

Members get discounts on interstate moving, packing and in-transit storage.

Budget and Hertz Truck Rentals

Members get discounts on do-it-yourself moves when reserving trucks in advance.

Auto Buying

Receive pre-negotiated, upfront best-market pricing on new and used cars and trucks without having to negotiate with the dealer. Union Plus provides a \$100 rebate for the purchase of a new union-assembled vehicle.





READING OPENS THE WORLD



Reading is a foundational skill necessary for virtually everything we do. It opens possibilities for all children to succeed—to learn and grow, to explore and imagine, to investigate and verify, and to lead fulfilling lives. Reading well instills confidence and helps reduce inequities. The disruptions due to the pandemic make focusing on literacy even more important, to help our students not just catch up but thrive.

The American Federation of Teachers' initiative Reading Opens the World focuses on:

- Giving teachers and school staff the tools and professional development that translate the science of reading into usable resources to help students read and read well.
- Giving parents and caregivers fun and research-based tips and tools to support literacy.
- Building on and forging new connections among families, communities, educators and schools to be partners in students' literacy.
- Giving children and young people free books to read, love and keep, because ...

#ReadingOpensTheWorld
aft.org/read

Summer

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Simplifying student debt.

- 1 App to **track your situation**
- 2 Our experts **double-check everything**
- 3 Minutes or less to **compare plans and apply**

Sign up or learn more at aft.org/benefits/summer



Trauma Counseling Program

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



Covered Incidents

To receive this free benefit, AFT members who are actively working or on leave may submit a claim for up to one year after one of the following incidents:

24/7

- Aggravated assault
- Domestic violence
- Sexual assault
- Mass shootings
- Acts of terror
- Major disaster

AT WORK

- Bullied, harassed or threatened
- Traumatized by witnessing a violent incident
- Infection by contagious disease
- Secondary trauma



A Union of Professionals

AFT +
Member Benefits



AFT.ORG/BENEFITS/TRAUMA



A Union of Professionals

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