

WHY AN EXPANDED & UNIFIED STATE FEDERATION?

There should be no doubt in anyone's minds that we will be under increasing attack from Governor Christie and the NJ legislature over the next four years. Our benefits, pay structure and unity as one bargaining unit with the State will all be threatened. In this continuing recession with State revenues drastically reduced, higher education funding will be a continuing problem. Public opinion is most definitely against State, Municipal and County workers' negotiated packages.

Individual AFT affiliates in New Jersey have struggled to build power in their relations with employers, within the labor movement, in the public arena through the media, and in state politics. In all of these areas, we would benefit by pooling our resources and building upon the strength of over 30,000 members in education to form a large statewide federation.

AFT Identity

- **AFT needs to build a strong "brand" in New Jersey for the public and the powerful to recognize.** There are over 30,000 AFT members in education in NJ with thousands of other AFT members and retirees from other locals living in our state. A unified state federation with a strong Communications Department to execute a strategic media plan will build up name ID and lead to more widespread recognition of who we are and what we do. In addition, we can encourage more coordination among affiliates in the state to share information and support locals in need.

State Politics

- **One state federation would lead to a united voice for 30,000 members in education** and provide a recognizable organization (and leadership) for politicians, interest groups, and other unions to see. The current situation weakens affiliates' respective positions by allowing politicians and larger unions to dictate terms to narrower swaths of the workforce in higher education (instead of the higher education unions joining together to exert the strength to set our own pattern). The current situation also leads to AFT PreK-12 locals being left out in the cold when it comes to state education policy since they are not perceived to be part of a vital statewide political force. Within a state federation, affiliates will be able to set a unified political agenda through a Political/Legislative Department and build strength to execute coordinated plans (legislative advocacy, political action and issue campaigns for affiliates).

Governance

If the Council affiliates, we would be entitled to 4 VP positions dedicated to the Council and will permit potential Council delegates to also run for other positions. All the other division VPs and ours as well as the other elected officers would comprise the NJSFT Executive Council which meets on a regular basis. The Council would have full delegate strength representation from its locals at the biennial NJSFT governing conventions.

The higher education locals in an expanded NJSFT would consist of the Rutgers AFT units, the College Council and the County College AFT units have more members than pre-K-12 division. Higher Education would have the majority of votes at the NJSFT biennial conventions.

Affiliate Support

- **Too often we duplicate our efforts or don't recognize our shared fights.**
 1. A Research Department is critical to our preparation for budget battles, contract negotiations and policy proposals. A researcher/financial analyst could “follow the money” in the state budgets and the institutional budgets of our employers.
 2. Additional organizing resources will help grow affiliates' membership by organizing new workplaces and engaging agency fee-payers about becoming full members. Also, an organizer could help build member support for affiliates' bargaining/advocacy campaigns.
 3. Shared legal resources will lessen the financial burden on affiliates and lead to a more coordinated approach for PERC, court cases involving employee rights and benefits, etc.
 4. The Council, Council Locals and other State Fed locals would still keep their autonomy and manage their own affairs as they see fit. The Council would continue to be the bargaining agent with the State of NJ and our locals would still negotiate their own local agreements. The expanded State Fed would be an additional resource when needed.

HOW THE AFFILIATION WOULD BE FUNDED

NJSFT per capita dues for the Council would be \$6 per month per member for full-time members, \$3 per month for half time members, and \$1.50 per month for adjunct faculty members.

The Council (paying from its reserves) and AFT National would share this cost for the 1st four years as follows:

- Year 1 AFT pays 80% and Council pays 20%.
- Year 2 AFT pays 60% and Council pays 40%
- Year 3 AFT pays 40% and Council pays 60%
- Year 4 AFT pays 20% and Council pays 80%

Beginning in year 5, Council would pay 100% of the cost and locals would have to increase members' per capita dues to the Council per the paragraph above.

If the affiliation proves to be unsatisfactory, the Council and its locals would still have the option to disaffiliate.

WHY NOT AN EXPANDED STATE FED?

1. Elected delegates will have to attend more meetings in order for the Council to be fully represented.
2. Per Capita Dues members locals pay to Council would have to increase after 5 years to cover State Fed dues that all affiliates pay.