

AAUP/AFT PARTNERSHIP

AGENDA

Review of Process

Tentative Agreement

Next Steps

REVIEW OF PROCESS

- **August 2021:** Council authorized discussions with AFT & authorized president to appoint a negotiating team
- The teams met 5 times in person & held zoom meetings
- Process was collegial, productive
- Documents vetted by outside counsel and auditors as well as appropriate AAUP staff
- **March 2022:** Council approved tentative agreement and voted to forward affiliation to June 2022 Biennial Meeting for ratification
- Ratification vote to be held **June 18, 2022**

Why Now?

- **Value added for both organizations' members.** Our joint organizing has been successful. AAUP & AFT Higher Ed. members will benefit from the expertise & resources of both organizations.
- **We are greater than the sum of our parts.** Higher ed. is at an inflection point—underfunding, attacks on knowledge and expertise, legislative intrusion into the academy. AAUP has expertise to tackle these problems. AFT has the resources & the reach.
- **Now is the time.** The challenges facing the profession, higher education, and our society are beyond our scope to address alone. We owe it our members, our profession, and our society to come together and fix this.

Why Now?

- **Both organizations are in a strong position.** AAUP is going into this from a position of strength. We have held on to members post-Janus and continued to organize new chapters.
- **Opportunities for growth.** There are real opportunities to organize jointly in Kansas, Nebraska, and Colorado in the next few years.
- **Building a more inclusive academic union movement.** There are opportunities to bring AAUP to adjunct and grad units as well as HBIs/MSIs and two-year colleges—places where we don't have the resources to organize on our own.

Principles Guiding the Affiliation Talks

- **Preserve AAUP's independence & autonomy**
- **Increase our reach among the profession**
- **Maintain AAUP's brand in higher ed**
- **Be fair to AAUP staff**

OVERVIEW OF TENTATIVE AGREEMENT

- **Autonomy of AAUP & Our Chapters**
 - AAUP will become a “Regional Council” of the AFT. All current AAUP members automatically become AFT members & members of AFL-CIO.
 - AAUP will maintain its status as a separate organization.
 - AAUP will maintain autonomy and governance will remain intact (Council, Biennial Meeting, committees, control over decisions on censure & sanction, Redbook policy, etc.).
 - This structure will provide access to certain kinds of support and funding opportunities for AAUP and its chapters.

OVERVIEW OF TENTATIVE AGREEMENT

- **Autonomy of AAUP & Our Chapters**

- Chapters will maintain their separate identities & autonomy over their affairs, within the bounds of the AAUP and AFT Constitutions.
- All assets belonging to AAUP and our chapters and conferences will remain our/their property.
- AAUP's relationship with our chapters will remain unchanged.
- AAUP will continue to employ and manage our own staff.
- AAUP will have the right to dissolve affiliation during the first 48 months.

OVERVIEW OF TENTATIVE AGREEMENT

- **AFT Support for Key AAUP Programs & the Profession**
 - AFT will pay a fee to support key AAUP programs that serve the good of the profession (DAFTG, Faculty Compensation Survey).
 - AAUP & AFT commit to working together on an enhanced & expanded Summer Institute.
 - AAUP & AFT commit to working together on other shared trainings and programs.

OVERVIEW OF TENTATIVE AGREEMENT

- **AAUP Chapters & Members**

- All AAUP members will be members of AFT/AFL-CIO & enjoy full rights, privileges, and obligations of membership.
- AAUP solo CB chapters will become joint AAUP/AFT chapters; existing joint chapters will maintain that status.
- All AAUP advocacy & at-large members will be part of an AAUP AFT “national local.”
- All advocacy & CB chapters will continue as chartered AAUP chapters with all the rights and privileges as they have now.

OVERVIEW OF TENTATIVE AGREEMENT

- **AFT State Federations/AAUP State Conferences**
 - AAUP solo CB chapters will become members of AFT State Federations at a reduced per capita level.
 - Per capita will phase up to 25% of full per capita over 5 years:
 - Year 1—5%
 - Year 2—10%
 - Year 3—15%
 - Year 4—20%
 - Year 5—25%

OVERVIEW OF TENTATIVE AGREEMENT

- **AFT State Federations/AAUP State Conferences**
 - AAUP solo CB chapters will be full voting members of state federation but would receive reduced services consisting primarily of legislative, public policy, and lobbying assistance.
 - AAUP chapters will have options for full state fed services for an increased per capita.
 - There will be no change in current state fed arrangement for current joint chapters.

OVERVIEW OF TENTATIVE AGREEMENT

Dues & Per Caps

- AAUP advocacy members and AAUP solo CB chapters dues will continue as is. AAUP will remit per cap to AFT on members' behalf.
- All new CB chapters will pay 50% AAUP dues and 50% AFT per caps.
- Current joint chapters' AAUP dues will step down from 66% to 50% over 5.5 years.

OVERVIEW OF TENTATIVE AGREEMENT

Organizing

- AAUP and AFT will collaborate on an external organizing program to increase unionization among faculty, contingent faculty, grad employees, and academic professionals.
- AAUP and AFT will collaborate on advocacy organizing to ensure that faculty, contingent faculty, grads, and academic professionals have strong advocacy chapters in nonunion settings.
- AAUP and AFT to work together on organizing at HBCUs.

OVERVIEW OF TENTATIVE AGREEMENT

- **Strengthening our Chapters**

- AAUP and AFT will collaborate on a robust internal organizing program.
- AAUP and AFT will jointly develop strong higher ed legislative policy positions at state and federal level.
- AAUP chapters will have access to AFT's strategic advocacy resources.
- AAUP & AFT will collaborate on scaling up campus financial analyses.

National Benefits— Expanding our higher ed. union movement & increasing our influence in the profession

- **Membership in the AFL-CIO.** Through our affiliation with AFT, AAUP would also become affiliated with the AFL-CIO at the national state and local levels.
 - Greater political power
 - No raid protections under Articles XX & XXI of the AFL charter
- **Membership in the AFT state federations at a special reduced rate.** In many of the states where AAUP has CB chapters, there are also AFT locals representing faculty and other academic workers. Being part of AFT state federations means that we can work side-by-side with our academic union colleagues on issues of shared concern (fighting anti-tenure bills & educational gag orders/divisive concept bills, increasing funding for higher education)
- **Participation in the Education International.** As our institutions globalize, we need to ensure that AAUP's principles and standards are upheld on global campuses. Through the AFT affiliation, AAUP can once again participate in Education International, a consortium of education and higher education organizations from around the world.

Chapter Benefits—Benefits & Support for AFT Affiliates

Fidelity Bond

- “Theft” Coverage
- Required by the federal government and by AFT.
- AFT provides coverage at a minimum of \$50,000 up to \$500,000, no cost to locals.

General Liability Insurance

- “Slips and Falls”
- AFT provides coverage of \$1 Million, no cost to locals

Union Officials Liability

- “Errors and Omissions”
- AFT provides coverage for union officials, no cost to locals

Affiliate Officer Life Insurance

- President, Treasurer and Secretary of all affiliates, no cost to locals
- \$2,500 of coverage
- In many cases, these policies can replace existing chapter policies. Please check with your chapter auditor or lawyer to confirm.

Chapter Benefits—Benefits & Support for AFT Affiliates

AFT Militancy/Defense Fund

- Assistance with legal fees and expenses incurred in or as a result of a strike, including the legal defense of individual members dismissed or otherwise disciplined because of involvement in a strike
 - Assistance with legal fees pertaining to violations of academic freedom, enforcement of tenure rights, and defense against termination and demotion actions
- ***This is in addition to the funds that AAUP provides for its CB chapters***
 - CB Chapter Litigation Fund
 - CB Chapter Mobilization Fund
 - Crisis Response Fund
 - More info on AAUP funds:
<https://www.aaup.org/chapter-resources/union-chapter-resources>

Member Benefits & Support for AFT Members

Student Loan Debt Management (free to AFT members):

- Two years ago, AFT partnered with Summer, a public benefit company offering comprehensive student loan management services to members.
- More than 11,000 AFT members have used Summer to save on their student loan debt
- The average AFT Summer user reduces their monthly student loan payment by about \$180/month (by enrolling in income-driven repayment) and is on-track to save \$57,000 (by forgiveness under Public Service Loan Forgiveness).
- As a group, AFT members are on track to save more than half a billion dollars on their student loan debt using the tools we provide through Summer.
- Free member benefit for *all* AFT affiliated members.

Member Benefits & Support for AFT Members

Other member benefits include:

- Free accidental death & dismemberment insurance for members
- Free term life insurance for members
- Discounts on dental services, vision services, hearing services, prescriptions
- Mortgage discounts
- Discounts on new UAW-made cars
- Car rentals

National AAUP Support for Chapters

- The AAUP National Council recognizes that the financial impact of the affiliation may cause a hardship for some chapters.
- Assuming ratification of the affiliation, the AAUP will:
 - Reimburse *all* current solo CB chapters for AFT state federation and state and local AFL dues for August-December 2022
 - Provide CB Chapter Assistance Fund grants to CB chapters who need assistance meeting the financial obligations of the affiliation. This fund will be available starting January 1, 2023.

Next Steps

- June 2022 Biennial Meeting
 - Chapter delegates will be asked to vote on a motion from Council recommending the AAUP affiliate with the American Federation of Teachers.
 - If motion passes, the affiliation will go into effect on August 1, 2022.

Questions?

- Contact the national office at executivedirector@aaup.org.