



**KEAN FEDERATION OF TEACHERS**  
*An Association of Professors, Professional Staff and Librarians*  
Local 2187, American Federation of Teachers  
Kean University, Union, N.J. 07083  
Phone 908 737-3925 Fax 908 737-3929

Academic Year 2012-2013

Dear Colleague,

**Integrity. Professionalism. Participatory democratic governance.** These are the principles that our Union – the Kean Federation of Teachers or KFT – stands for. If you support these principles as well, then we believe that you should become a full member of your Union. And now is the perfect time.

The KFT operates at both the state and local level for the benefit of all. The KFT, as a member of our Union's State Council, plays a significant role in negotiating our state contract. On the local level, the KFT works to promote professionalism by advocating policies and practices that support faculty, professional staff and librarians, and the pursuit of Kean's historic mission: the offering of excellent, affordable higher education to Kean's diverse student body.

At this time, you are officially considered an 'agency-fee' payer. You are part of our bargaining unit, and, by law, receive all the attendant benefits, but you are not a full member. You presently pay 0.87% of your gross salary as an Agency Fee Payer (deducted from your paycheck) to support the KFT, the State Council of New Jersey, and the national American Federation of Teachers for the work we do on your behalf. Dues for full membership are 1.025% of your salary; hence for an additional dollar or two per week you can become a full member of the KFT.

Membership entitles you to receive all KFT and AFT publications, participate in KFT committees, and/or serve as KFT representatives for College, University, and Senate committees. Your full membership ensures your voting rights in our local elections, and your future input on our contracts and negotiated letters of agreement. You will also have access to over 30 additional benefits available only to AFT members through the AFT's "Community Advantage" program (see [www.aftplus.org](http://www.aftplus.org)).

Please take the time to join. We, James A. Castiglione, KFT President and Dan Gover, KFT Membership Chair, will gladly meet with you individually to answer questions or address concerns. Please fill out and return the enclosed membership card and information form to the KFT office, J-201G as soon as possible. Our unified response empowers our union and all our efforts. Let your voice be counted.

Sincerely,

Handwritten signature of James A. Castiglione in black ink.

James A. Castiglione, KFT President

Handwritten signature of Dan Gover in black ink.

Dan Gover, KFT Membership Chair