



## 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 2017-18

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-wide Master 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.

Membership in the KFT is especially important now, because this year we are in negotiations for a new Master Contract with the State of New Jersey. Just as it is important for our Union to have as many faculty and staff members to strengthen our bargaining position, it is important to you to have the most professional salary schedule, benefits, and working conditions. We believe that the stronger the membership, the stronger the contract. Since **only full Union members have the right to vote on contract ratification**, you should join the union and make your voice heard.

At this time, you are officially considered an 'agency-fee' payer. You are part of our bargaining unit, and, by law, receive the support of Union leadership at contract negotiations, in grievance procedures, etc. **But, you are currently not a full member and hence are not eligible for the many rights and benefits only available to members.** You presently pay 0.89% of your gross salary as an Agency Fee Payer (deducted from your paycheck) to support the KFT, the Council of New Jersey State College Locals (the State Council), the New Jersey State Federation of the AFT (AFT-NJ), and the national American Federation of Teachers (AFT) for the work we do on your behalf. Dues for full membership are 1.05% 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 money-saving benefits available only to AFT members (see [www.aft.org/benefits](http://www.aft.org/benefits)). A sampling of these include:

- up to \$1,000,000 of coverage under the AFT's Occupational Liability Plan which is FREE with membership;
- the Union Plus credit card with 1.5% cash back on all purchases;

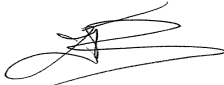
- special offers on mortgages for yourself, your children, and your parents;
- savings on legal services and auto, home, and life insurance;
- discounts on car purchases and rentals, cell phone service, hotels, etc.;
- college scholarships for children of members.

Please take the time to join. We, James A. Castiglione, KFT President and Evros Vassiliou, KFT Vice President and 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,

A handwritten signature in cursive script that reads "James A. Castiglione".

James A. Castiglione, KFT President

A handwritten signature in cursive script that reads "Evros Vassiliou".

Evros Vassiliou, KFT Vice President