



"We can affect positive change in our workplace because of our rights to work together as a collective. As individual

members, we all have a role to play and a contribution to make. I'm proud to do my part toward keeping our union strong."

Lea Hendon

Hartford Fed. of Paraeducators

"The most important benefit of being a union member is the power we have to advocate for ourselves and our communities.



When we stick together and support each other, not only are we never alone; we have a better chance at achieving fairness and justice."

Jean Castagno

University Health Professionals

What Have Your Dues Done for You Lately?

Let's remember the **tangible benefits that dues make possible:**

- **job security;**
- **regular pay raises;**
- **paid vacations;**
- **health insurance coverage;**
- **just cause protections &**
- **retirement security.**

A **single, union-negotiated raise of 50 cents an hour is worth more than \$1,000.00 a year** in additional income.

Clearly the **benefits gained by investing resources** to build a strong union **far outweigh the cost of dues.**



Union Budgets:

Putting Your Dues to Work For You

AFT Connecticut

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aftct.org | facebook.com/aftct | @AFTCT

Transparency & Accountability in Budgeting

The democratic process for proposing and adopting the state federation's annual budget is proscribed in AFT Connecticut Constitution & Bylaws.

Members are appointed by the Executive Committee to serve on a **standing Finance & Budget Committee**. They are **responsible for reviewing and making recommendations** to be taken up by delegates to the annual AFT Connecticut Convention.

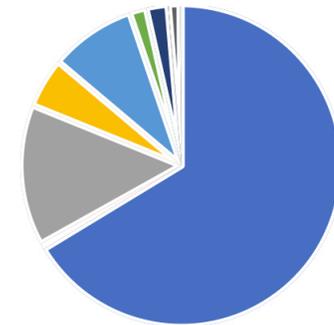
That assures **decisions made regarding finances are made by elected representatives** of our federation's more than 30,000 union members.

Holding the Line on Costs

Delegates to the AFT Connecticut Convention in 2016 voted to **maintain current dues rates** and did so again in 2017 and 2018. They were able to **ensure consistency and stability** in large part thanks to significant reductions in the state federation's operating costs — **nearly \$400,000.00 has been saved over the past three years**.

Breaking Down the the Numbers

This chart demonstrates **how members' dues will be invested** as part of AFT Connecticut's current biennial budget. Bear in mind that "personnel" are the **professional field reps, organizers and support staff** who help carry out the duties of the state federation and assist affiliated local unions. Those range from **negotiating contracts**, to **representing members in worksite matters**, to **organizing more working people** into our movement.



● Personnel
● Administration
● Solidarity
● Capitalized Assets
● Communications
● Legal
● Scholarship
● Services to Locals & Members
● Building Services
● Political Education

Both the Constitution & Bylaws and the current annual budget are posted online at aftct.org. Affiliated local union members in good-standing are also welcome to make an appointment to review detailed financial records at the state federation headquarters in Rocky Hill. Send e-mail to ActNetReply@aftct.org to make arrangements.