

# Working Together WINNING TOGETHER

The NEA and the AFL-CIO



AFL-CIO • NEA LABOR  
**Solidarity**  
PARTNERSHIP  
Working Together,  
Winning Together

**The work we do and the services we provide are under attack.**

Budget cuts

Voucher initiatives

Privatization pushes

Children in growing need

Attacks on teacher tenure

Unfunded new requirements

Health care and pension slashing

Destruction of civil service protections

Ideological drives to shrink government

Efforts to destroy our employee organizations

**How can we meet these challenges?**

**TOGETHER.**

For those who work in education today,  
America's middle class

# SQUEEZE

is becoming a middle class

# CRUSH.

## Working Together WINNING TOGETHER

When working families and our jobs, schools, health care and retirement security are under attack, we need the solidarity of a united movement on our side.

**An historic agreement provides new ways for the 3.2 million members of the National Education Association and the nearly 9 million members of AFL-CIO unions to work together to meet the needs of students, educators and communities.**

Under the new AFL-CIO/NEA Labor Solidarity Partnership agreement, local affiliates of the NEA (in areas where the AFT and NEA locals have not merged) may affiliate directly with the national AFL-CIO. This allows them to join AFL-CIO local labor councils and state federations. Directly affiliated NEA locals (DANLs) will have the same rights as any direct affiliate of the AFL-CIO—including representation, voting rights and jurisdictional protection.

For decades, the NEA and the AFL-CIO have shared values and a commitment to economic and social justice for ALL resting on the foundation of high quality, universal *PUBLIC* education. Both organizations are fiercely democratic and committed to developing diverse organizational leadership teams.



## What Is the AFL-CIO?

Many NEA groups already work closely with the AFL-CIO in their communities and states. Now, DANLs will have a full-fledged seat at the AFL-CIO table—able to influence, and benefit from, the full agenda of local and state labor movements.

As described in the preamble to its constitution, the AFL-CIO is “...an expression of the hopes and aspirations of the working people of America” committed to “improving the lives of working families, bringing fairness and dignity to the workplace and securing social equity in the Nation.” In today’s America, that mission means working together and joining our voices to win good jobs, health care, retirement security, quality education, fair trade, strong states and communities and the freedom of every worker to choose to join a labor organization and bargain collectively for a better life.

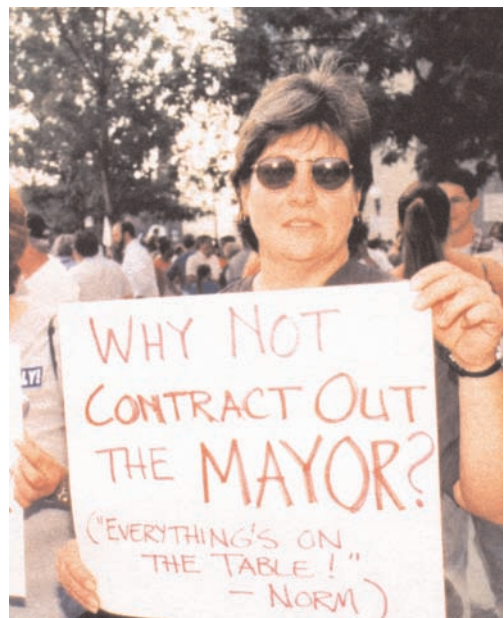
The AFL-CIO today is a voluntary federation of national and directly affiliated local unions coordinating their resources for greater power while the individuality and autonomy of each organization is respected and maintained. Those unions represent nearly 9 million working women and men of every race and ethnicity and from every walk of life. We are teachers, engineers, firefighters, nurses, musicians, miners, bakers, editors, pilots, public employees—and more.

# The Benefits of Affiliating with the AFL-CIO

**AFL-CIO membership provides:**

## **The Strength Of Unity At The Local, State And National Levels.**

State and local workers' movements are at the frontlines in the battle to improve life for working families, protect workplace rights and advance social justice. The AFL-CIO coordinates and supports these efforts through 50 state federations and more than 600 central labor councils. The state federations primarily coordinate state and national political campaigns and set and implement legislative priorities. The focus of central labor councils and area labor federations includes multi-union mobilization for contract campaigns, municipal and school district elections and school bond issues.





“The Atlanta-North Georgia Labor Council played a monumental role in my election as mayor of Atlanta. Their unwavering support and tireless efforts made the difference. I would not be mayor today without their work. **Partnerships are the cornerstone of success of the labor movement.** Through our partnership we have raised the standard of living for our city employees, opened the lines of communication and helped make the communities we serve better places to live and work.”

Atlanta Mayor  
Shirley Franklin

## **A More Powerful Political Program**

Combining the expertise of the NEA political program with that of the AFL-CIO will create a formidable political partnership. The AFL-CIO has a sterling record of educating, mobilizing and turning out working family voters to cast ballots for candidates who will work for them, not special interests. A major part of this work is equipping affiliates with powerful resources, from voter data to an easy-to-use online tool for customizing and producing worksite member education leaflets.

The AFL-CIO's electoral political activities are paid for by voluntary donations from members. The AFL-CIO does not require an affiliate to endorse or withhold endorsement from any candidate. And we never tell our members how to vote—that's up to each individual.

## **Unity with Nonunion Workers: Working America.**

The AFL-CIO's community affiliate Working America unites the labor movement with workers who don't have the benefit of a union on the job. In just two years, Working America has grown to 1.5 million members in 12 cities and is poised to grow to 2 million by the end of 2006. Through door-to-door canvassing, regular e-mail outreach, a newsletter and its website ([www.workingamerica.org](http://www.workingamerica.org)), Working America is building a new source of grassroots worker power.

## **Leadership Education and Development at the National Labor College**

Leaders and activists from AFL-CIO affiliates enjoy steep discounts when participating in leadership education and development at the National Labor College—the only accredited college in the world exclusively dedicated to leaders, members, activists and staff from working peoples' organizations. National Labor College classes give participants skills they'll use to build their organizations—while accumulating credits for college degrees. The college offers more than 70 week-long continuing education classes as well as degree programs. Designed to accommodate working students from all over the country, these for-credit courses consist of very short-term class work in Maryland, with students doing most of their work in their home locales.

## Unity with Professional Employees

Professional and technical occupations are the fastest growing in the U.S. economy. At the AFL-CIO, the Department for Professional Employees (DPE) focuses on the special concerns of workers in these professions.

DPE, the largest association of professional, technical and administrative support workers in the country, represents 4 million white-collar workers who belong to 22 unions. DPE conducts research, education, legislative and government relations work on behalf of professional and technical employees and is a forum for affiliate discussions of matters of common concern. Learn more about the DPE at [www.dpeaflcio.org](http://www.dpeaflcio.org).

## A Voice—and a Vote—at the National, State and Local Levels of the AFL-CIO

DANLs will have the same voting and representation rights as any direct affiliate of the AFL-CIO.

Under the NEA/AFL-CIO Labor Solidarity Partnership, DANLs may choose between two methods for meeting their financial obligations under the Partnership Agreement. A DANL can either:

- Pay the full required per capita taxes immediately and have full voting rights immediately, according to the rules of the relevant AFL-CIO body; or,
- Phase in its payments and have pro-rated voting rights.

To learn more about the jurisdictions of the central labor councils and the financial obligations under each of these options, go to <http://www.aflcio.org/aboutus/jointheaflcio/neamap.cfm>).

In either case, all DANLs that affiliate before INSERT DATE will have the right to have a seat at the next AFL-CIO National Convention—the ultimate decision-making body of the federation.

## Protection from Debilitating and Distracting Attacks by Other Organizations

All DANLs will be covered by Articles XX and XXI of the AFL-CIO Constitution, which provide a fair and enforceable way for organizations to focus on the needs of their members without fear of unreasonable and unprincipled attacks.





“The anti-worker forces are well-funded, organized and very determined. They have attacked our unions, privatized and exported good jobs and attempted to destroy Social Security. They’re coming for our public institutions, our health care and our pensions. **There is no alternative... we must stand and fight together as never before.**”

James Andrews (*right*)  
President  
North Carolina State AFL-CIO



## Add to your local's effectiveness. Join forces with the AFL-CIO.

**Be part of America's largest, most powerful organization for working families. Become a Directly Affiliated NEA Local of the AFL-CIO.**

**For more information on the NEA/AFL-CIO Labor Solidarity Partnership or to download an application, go to <http://www.aflcio.org/aboutus/jointheaflcio/nea.cfm>.**

**In addition to talking to your regional AFL-CIO Unity Partnerships staff, you can also call 1-877-90-UNITY (1-877-908-6489) or 202-639-6245, fax 202-637-5062 or e-mail [unity@aflcio.org](mailto:unity@aflcio.org).**