With more than 98% of adjuncts on campus being AFA members, your colleague teaching in the next classroom or individual working next to you in your office is a member. We have to all thank these people for the competitive wages that we receive, the paid leave days we earn, the seniority system that we enjoy, the longevity pay that we receive, and every other provision in our collective bargaining agreement.

 This is not the same union as yesteryear. In 2015, with new leadership taking the helm, the entire focus of the union was turned to its members. It was openly acknowledged that the AFA is its members. Publicity campaigns highlighted all that we bring to the college and our students. The renaissance of the union had begun. As our message resonated, so did our membership going from 796 to 1,795 at the present moment. Our single focus remains enhancing the working conditions for adjuncts, maintaining and enhancing the benefits and protections we have. Without the commitment and dedication of our members, we would be unable to maintain all that we have. We reach out to you as part of the 5% who do not show your support of the union. With every new member our strength increases especially at this moment when we are negotiating a new contract. The college is well aware of who are members are and how that number increases every day of the year. By becoming a member you not only help the collective efforts of the union, but you help yourself by enjoying the additional benefits we can obtain.

BENEFITS OF BEING AN AFA MEMBER:

Become a member by clicking here: <http://www.myafaonline.org/membershipagreement>

Union membership is a combination of tangible and intangible benefits.

The tangible union membership benefits include:

1. The ability to run for office.

2. The ability to vote in elections.

3. The ability to attend union events and parties.

4. The ability to attend union meetings and make your voice heard.

5. The ability to apply for reimbursement to meetings/conferences in your discipline.

6. The ability to take advantage of additional work opportunities through grants that the union secures.

7. The ability to participate in member only reduced group rate offers. We have currently secured a dental, prescription and vision plan.

8. Union members have a Department Representative (DR) that they can see for confidential advice of any problem they might have in their department.

9. You also have 24/7/365 access to the union officials by emailing us at admin@myafaonline.org We have responded to almost every inquiry within 24 hours as this email is monitored daily even on holidays.

The intangible benefits, which are actually the most important, include:

1. We are witnessing an ever increasing number of allegations being brought up against faculty members by students and others. These allegations include harassment, discrimination, college policy violations, etc. The college by law must fully investigate every allegation that is lodged. Faculty members are summoned to administrative hearings that usually include the Affirmative Action officer and college attorneys. These

hearings are very serious as the faculty member's position could be at risk. Under new NYS laws, non-union members no longer receive union representation at these meetings. Non-union members must hire an attorney at their own expense. Union members will have their union accompany them to such hearings. In the event that we must enlist our attorney on behalf of the member we will do so. We have one of the premier labor attorneys in the country. Interestingly, it appears that many of these charges are filed by students who are unhappy with the grade that they have received.

2. Under new federal laws, non-union members do not receive grievance protections. So while we have one of the most powerful adjunct contracts across our nation, if any of the terms of the contract are violated, a non-union member will have to hire their own attorney to defend the contract where an AFA member will receive full representation by the union to defend their contract.

3. Non-union members stand alone with no backing. Our AFA members are part of an ever growing "family" that now numbers 1,795 strong. We are by far the largest of the college's 4 unions. This in turn gives us far more power in negotiations, grievance proceedings and hearings. The leadership of the AFA fosters working relationships with college and county officials. These relationships often pay dividends to our members. We also have a robust presence on Facebook where we get our message out to the nation. I encourage you to view some of our videos from past union events. They are all found on our website.

One thing that we are hearing from many adjuncts across campus that really sums up the intangible benefits is that it is an insurance policy. In much the same way we hope to never have to benefit from using our homeowner's policy, if ever we do, it is there for us.

We hope that you will consider signing and returning the enclosed membership application. Our union will never be complete without you.