



## 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

2010-2011 AY

Dear Colleague,

I am contacting to ask you to become a full member of the Kean Federation of Teachers (KFT). Currently at the state and local level there are enormous pressures to break the back of labor unions. Governor Christie has proposed a "toolkit" that will greatly diminish laws governing collective bargaining by public employees. Our hard-won contract achievements on salaries, benefits, and procedures are all at risk. At Kean things are no better: the Farahi administration has abandoned consultation and consensus as it barrels ahead with new faculty evaluations, a baffling reorganization plan and layoffs of professional staff. A strong union at the state and local level is our best defense against these anti-union efforts that threaten our workplace and professionalism.

At this time, you are officially an 'agency-fee' payer which means you are part of our bargaining unit, and receive the benefits of our contract, but you are not a full member. By law, the KFT negotiates on your behalf, and the master contract and any local letters of agreement govern your employment. You also receive full KFT representation in grievances.

Your full membership will contribute to the strength and unified voice of the KFT – vital in these current difficult economic times and for the issues we face at Kean University. As a full union member you will also be entitled to vote on agreements, vote in KFT elections, run for a KFT office, serve on KFT committees and serve as a union representative on College and University committees. Additional benefits such as discounts on insurance, legal services, car rentals and so on are available to AFT members, through the "Community Advantage" program (see [www.aft.org/benefits](http://www.aft.org/benefits)).

You presently pay 0.829% 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. Dues for full membership are 0.975% of your salary; hence for a couple dollars per pay period you can become a full member of the KFT.

We urge you to become a full member of the KFT. Enclosed you will find a membership card and an information form. Please fill out these forms and return to the KFT Office (201G Hutchinson Hall, 908-737-3925). If you need further information or questions please contact me via email ([cmurphy@kean.edu](mailto:cmurphy@kean.edu)) or by phone at 908-313-3260.

Sincerely,

A handwritten signature in black ink that reads "Charles H. Murphy".

Charles H. Murphy  
KFT Membership Chair