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| --- | --- | --- |
| BENEFITS/PROTECTIONS TABLE | MEMBERS | NON-MEMBERS |
| Provide representation if you are brought up on charges including but not limited to harassment, discrimination, violations of college policy, etc. Includes legal representation when appropriate in matters such as employment termination. | YES | NO[[1]](#footnote-1) |
|  |  |  |
| Provide grievance protections when your rights under our contract are violated. Including violations of your seniority. | YES | NO[[2]](#footnote-2) |
|  |  |  |
| Run in union elections and vote in union elections. Give input into contract desires and vote in contract ratifications including voting on tentative agreements. | YES | NO |
|  |  |  |
| Ability to take advantage of deeply discounted dental, vision and prescription plans for members and their immediate families. Likewise, additional group rate savings for other programs. | YES | NO |
|  |  |  |
| Receive reimbursement for meetings and/or conferences that you attend in your discipline up to $500.00 | YES | NO |
|  |  |  |
| Attend union events and parties. | YES | NO |
|  |  |  |
| Attend union meetings, ratification sessions and have full access to our website. Likewise, have 24/7/365 access to our leadership team to assist | YES | NO |
|  |  |  |
| Access to our exclusive job posting bank. | YES | NO |

Union dues are only paid when you have an assignment. If you do not have an adjunct assignment there are no dues. Dues are automatically deducted from your paycheck. There is no need to mail in dues.

Become a member by visiting our website at <http://myafaonline.org> and click the Become an AFA Member button at the top of the page.

OR: Sign the enclosed agreement and return it to Tower Room 520

1. Within the Janus Supreme Court ruling unions now have the option to charge non-members for representation at employer disciplinary hearings or they may opt to simply not represent the non-member. [↑](#footnote-ref-1)
2. Under recently adopted NYS legislation non-union members are only entitled to limited protections against contractual violations (grievances). [↑](#footnote-ref-2)