



## 2025-2026 MEMBER-ONLY WELCOME PACKET

### American Federation of Teachers - New Hampshire

AFT, AFT-NH, AFL-CIO  
785 Route 3A, Unit #102  
Bow, NH 03304  
Phone: 603-223-0747

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Thank you for being a valued member of the American Federation of Teachers – New Hampshire (AFT-NH).

Being part of a union means you never stand alone. When you join your local union, you become part of a larger union organization. Your local is part of AFT-NH, a federation of 26 local unions representing teachers, paraeducators, school support staff, public employees, and university educators across New Hampshire. AFT-NH provides professional support to our locals with bargaining contracts, grievances, and member representation. We advocate for our members and the communities they serve on the local, state, and national levels. We use our voices and strength to improve wages, benefits, workplace health and safety, job training, and other work-related issues.

AFT-NH was chartered on June 1, 1975, when the New Hampshire Legislature granted public employees collective bargaining rights under RSA 273-A. Until the early 1990s, AFT-NH serviced New Hampshire locals, and then it expanded to serve Maine, New Hampshire, and Vermont, becoming known as the Northern New England Council. On April 27, 1997, the AFT-NH reactivated the original charter and returned to representing only employees in New Hampshire.

AFT-NH is governed by a constitution adopted by its members at biennial conventions. The state federation is under the leadership of a full-time President, a Vice President, a Secretary, a Treasurer, and an At-Large Representative. The AFT-NH governance structure includes a Board of Directors, which has equal representation from each local in the State.

Nationally, AFT-NH is the state affiliate of the American Federation of Teachers (AFT). AFT, an affiliate of the American Federation of Labor and Congress of Industrial Organizations (AFL-CIO), was founded in 1916 and today represents over 1.8 million members in more than 3,000 local affiliates nationwide. AFL-CIO is the largest federation of unions in the United States. The 63 unions that make up the AFL-CIO include nearly 15 million working people.

You are a member of AFT-NH, AFT, AFL-CIO, and NH-AFL-CIO. This is what solidarity is about: strength in numbers. Together, let's fight for a better future.

**Keep Informed:** Using your home email address (do not use a work email address), please be sure to sign up for important updates and legislative bulletins from AFT-NH. Sign up for email here: <https://nh.aft.org/>

#### **AFT-NH EXECUTIVE BOARD**

Deb Howes, President  
Ryan Richman, Vice President  
Carrie Feyler, Secretary  
Alex Luhtjarv, Treasurer  
Kelly D'Errico, At-Large Representative

#### **AFT-NH STAFF**

Terri D. Donovan, Esquire, Director of Field Services and Collective Bargaining  
Laurie Herchenroder, Associate Staff Representative

Being a member  
has its benefits.



## YOUR UNION MEMBERSHIP: AFT-NH, AFT, AFL-CIO, NH AFL-CIO

### AFT-NH

#### Stay informed:

<https://nh.aft.org/>

- Sign up for email
- Enter your home email address

#### Follow us:

<https://www.facebook.com/AFTnewhampshire>

<https://x.com/aftnewhampshire>

### YOUR MEMBER NUMBER

- Your AFT Member Number can be found on your AFT Membership Card
- AFT Membership Cards are sent by AFT as either:
  - Digital Membership Card:** sent to your home email address on file, with instructions for downloading to an Android or iPhone wallet
  - Mailed Membership Card:** sent to your home mailing address on file
- For your Member Number, and/or to request another AFT Membership Card, and/or to update your personal contact information on file, please contact Laurie Herchenroder, AFT-NH Associate Staff Representative: [Laurie.Herchenroder.AFT-NH@outlook.com](mailto:Laurie.Herchenroder.AFT-NH@outlook.com)

### AFT

- <https://www.aft.org/>
- Create an account: <https://members.aft.org/members/register>  
Local Union Number: Enter your Local Union Number beginning with a zero (0), followed by your Local's four (4) digit Local Union Number (see page 3)
- Account login: <https://members.aft.org/members/login>

### AFL-CIO

- <https://aflcio.org/>
- UnionPlus is the benefits arm of the AFL-CIO
  1. Log In/Sign Up: <https://www.unionplus.org/>
    - For Sign Up:
      - Select your union: **AFT**
      - Complete the remaining required fields
  2. Travel, Entertainment, and More: UnionPlus in Partnership with Abenity:  
<https://unionplus.abenity.com/discounts/register>
    - Note: Your username and password for unionplus.org will not work on this site
    - For Registering:
      - Complete required fields
      - Organizational Affiliation: **AFT**
      - Local Union Number (see page 3)
    - Mobile App Available: [Android](#) [iPhone](#)

### NH AFL-CIO

- <https://nhaflcio.org/>



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<b>AFT-NH Local</b>	<b>AFT Local Number</b>
Campton Educational Support Personnel Association	6004
Ellis School Support Staff	6223
Farmington School Custodians	6212
Henniker Community School Support Staff	6314
Hillsboro-Deering Federation of Teachers	2348
Hillsboro-Deering Support Staff	6219
Hillsborough Town Employees	3912
Hudson Federation of PSRPs	6245
Hudson Federation of Teachers	2263
Hudson School District Secretaries	6260
John Stark Teachers' Association	6586
Keene City Employees	6288
Nashua Public Library Employees	4831
Nashua Teachers' Union	1044
Newfound Teachers' Union	6557
Oyster River Paraeducators and Support Staff	6213
Pittsfield Town Employees	6214
Raymond Educational Support Staff	4823
Rindge Faculty Federation	2433
Rochester Federation of Teachers	3607
Timberlane Support Staff Union	6530
Timberlane Teachers' Association	4796
Weare Educational Support Staff	6349
<b>AAUP Affiliated Local</b>	<b>AFT Local Number</b>
PSU Faculty	6768
UNH Faculty	6769
UNH Lecturers	6770



## MEMBER-ONLY BENEFITS • AUGUST 2025

AS A DUES-PAYING MEMBER, YOU RECEIVE:



MEMBERSHIP IN YOUR LOCAL UNION, AFT-NH, AFT, AFL-CIO, AND NH AFL-CIO

UNION REPRESENTATION, INCLUDING CONTRACT ENFORCEMENT AND REPRESENTATION WHEN YOU ARE THREATENED WITH DISCIPLINE OR DISMISSAL

RIGHT TO VOTE ON CONTRACT ISSUES AND RIGHT TO VOTE FOR UNION OFFICERS

RIGHT TO PARTICIPATE IN UNION ACTIVITIES AND COMMITTEES

OCCUPATIONAL LIABILITY INSURANCE (OLI) PLAN: Free \$1 million professional liability insurance; up to \$1 million in coverage for each incident. Defense protection for working members who face false charges, dismissal, loss of certification, or other workplace issues.

ACCIDENTAL DEATH AND DISMEMBERMENT (AD&D) INSURANCE POLICY: All AFT Members, working and retired, have a \$5,000 Accidental Death and Dismemberment policy paid for by AFT. For working members, if a covered injury or death occurs as a result of a workplace accident, the policy provides extra benefits.

NO-COST TERM LIFE INSURANCE FOR NEW MEMBERS FOR ONE YEAR: New AFT Members who are actively employed are entitled to \$5,000 of term life insurance coverage with MetLife for one year at absolutely no cost. New members must complete, sign, and return an application to be eligible.

LEGAL SERVICES: For personal matters, members can choose from two levels of legal savings: a prepaid legal plan with full coverage on a wide range of services or free access to a discount legal plan that includes a half-hour consultation.

SCHOLARSHIP OPPORTUNITIES: LOCAL, AFT-NH, AFT, AFL-CIO, AND NH AFL-CIO

AFT-NH WORKSHOPS, AFT-NH NEWS (LEGISLATIVE BULLETINS, BREAKING NEWS, RETIREMENT UPDATES), AFT PUBLICATIONS. TO SIGN UP FOR EMAILS, PLEASE VISIT [nh.aft.org](https://nh.aft.org)

### CLICK ON THE LINKS BELOW TO DISCOVER EVEN MORE MEMBER-ONLY BENEFITS & DISCOUNTS

#### EDUCATION

- Affordable College
- Scholarships
- Student Debt Clinics
- Savi: Student Debt Navigator
- Summer: Simplifying Student Debt
- Share My Lesson

#### STAYING HEALTHY

- Trauma Counseling
- VSP Vision Care
- Dental Services & Discounts
- Hearing Care Savings
- Prescription Discount Card
- Medical Alert Monitoring
- DinnerTime

#### INSURANCE

- Accidental Death & Dismemberment (AD&D)
- No-Cost Term Life Insurance (New Members)
- Term Life
- Senior Term Life
- Auto, Home, & Renters
- Long-Term Care
- Disability Income
- Pet Health

#### MORTGAGES & HOME SERVICES

- Mortgage Programs
- Moving Discounts
- Real Estate Program
- Budget Truck Rental
- Save My Home Hotline

#### TRAVEL & ENTERTAINMENT

- Hilton Hotels, Wyndham Hotels, UnionPlus discounts powered by Priceline
- Southwest Airlines
- Car Rentals
- Vacation Tours
- Restaurants
- Movie Tickets
- Concerts & Events
- Theme Parks

#### FINANCE & LEGAL

- Credit & Budget Counseling
- Credit Union: AFL-CIO EFCU
- CLC Basic Legal Discount Plan
- Prepaid Legal Service (MetLife)
- Social Media Check (LifeBrand)
- Personal Loans
- Credit Card

#### DISCOUNTS & SHOPPING

- AT&T Wireless
- Auto Buying
- Cash Back Shopping
- Dansko
- Magazines
- The New Republic
- Teleflora Flowers & Gifts
- Everyday Discounts

- [nh.aft.org](https://nh.aft.org)
- [aft.org](https://aft.org)
- [unionplus.org](https://unionplus.org)
- [unionplus.abenity.com](https://unionplus.abenity.com)
- [aflcio.org](https://aflcio.org)
- [nhaflcio.org](https://nhaflcio.org)

## **Know Your Rights in the Workplace**

History has informed us that there is no “advantage” for an employee to go in alone to meet with a supervisor to discuss a concern, complaint, disciplinary matter, or adverse observation or evaluation. By having a union representative present at any such meetings for support is essential. Often times these initial meetings will determine the trajectory of how a matter will be handled and the die will be cast for the final outcome. In the current climate, our members are being subjected to a variety of inquiries more than ever which can impact their career.

The union representative will be present as a witness, provide guidance, and as reminder to management there are protocols to follow. We strongly encourage you to have a union representative present in any such meetings.

Please make sure you know who your building representative or steward is so you are prepared to ask for assistance for yourself or another colleague should the situation arise.

In 1975, the United States Supreme Court in N.L.R.B vs. Weingarten, Inc. held that unionized employees have the right to have a union representative present during an investigatory interview. An investigatory interview occurs when a supervisor questions an employee to obtain information, which in the reasonable belief of the employee could be used as a basis for discipline.

It is the **employee’s responsibility to request union representation**. Once an employee requests union representation, management has three options:

- 1) Stop the questioning until a union representative arrives; or**
- 2) Terminate the interview; or**
- 3) Tell the employee it will terminate the interview unless the employee voluntarily waives his/her right to representation. (*The Union would strongly advise employees to never waive this right.*)**

The Supreme Court also stated that union representatives who attend these meetings have a right to meet with the employee first and assist the employee during the process. The union representative also has a right to know the subject of the interrogation. While the interview is in progress, the representative cannot answer for the employee but may offer advice to the employee. The representative may also politely interrupt to clarify confusing or misleading questions. It is important to note that if the supervisor fails to honor your rights as an employee, proceed as directed by your supervisor to avoid being charged with insubordination; you can grieve this after the fact. If an employee is put into the position described above, he/she should say the following to the supervisor:

### **Weingarten Rights**

**“If this discussion could in anyway lead to my being disciplined or terminated, or affect my personal working conditions, I request that my union representative be present at the meeting. Without representation, I choose not to answer any questions.”**



## WHAT IS THE VALUE OF BEING A UNION MEMBER?

<b>WE ASK YOU TO CONSIDER THESE POINTS:</b>	<b>MEMBERS RECEIVE</b>	<b>NON- MEMBERS RECEIVE</b>
MEMBERSHIP IN YOUR LOCAL UNION, AFT-NH, AFT, AFL-CIO & NH AFL-CIO: JOINING OVER 15 MILLION MEMBERS UNITED IN SOLIDARITY	<b>YES</b>	<b>NO</b>
VOTE FOR UNION OFFICERS	<b>YES</b>	<b>NO</b>
VOTE ON UNION ACTIVITIES & COMMITTEES	<b>YES</b>	<b>NO</b>
SUBMIT CONTRACT ITEMS	<b>YES</b>	<b>NO</b>
SERVE ON THE NEGOTIATING TEAM	<b>YES</b>	<b>NO</b>
VOICE IN WORKPLACE & BARGAINING PRIORITIES	<b>YES</b>	<b>NO</b>
CONTRACT BARGAINING UPDATES	<b>YES</b>	<b>NO</b>
VOTE ON PROPOSED CONTRACTS	<b>YES</b>	<b>NO</b>
MILLION-DOLLAR OCCUPATIONAL LIABILITY INSURANCE (OLI)	<b>YES</b>	<b>NO</b>
ACCIDENTAL DEATH & DISMEMBERMENT POLICY	<b>YES</b>	<b>NO</b>
NO-COST TERM LIFE INSURANCE FOR NEW MEMBERS FOR ONE YEAR	<b>YES</b>	<b>NO</b>
ACCESS TO VSP VISION CARE PROGRAM	<b>YES</b>	<b>NO</b>
AFT MEMBER BENEFITS & DISCOUNT PROGRAMS	<b>YES</b>	<b>NO</b>
AFT-NH MEMBER BENEFITS & DISCOUNT PROGRAMS	<b>YES</b>	<b>NO</b>
AFL-CIO MEMBER BENEFITS & DISCOUNT PROGRAMS	<b>YES</b>	<b>NO</b>
SCHOLARSHIP OPPORTUNITIES: LOCAL, AFT-NH, AFT, NH AFL-CIO, AND AFL-CIO	<b>YES</b>	<b>NO</b>
AFT PUBLICATIONS	<b>YES</b>	<b>NO</b>
AFT-NH NEWS & LEGISLATIVE UPDATES	<b>YES</b>	<b>NO</b>
MEMBER WORKSHOPS & TRAININGS	<b>YES</b>	<b>NO</b>
VOICE & VOTE IN DIRECTION OF THE UNION	<b>YES</b>	<b>NO</b>