

AFT-OREGON

END OF SESSION REPORT



2025



JULY 2025

Prepared by

**AFT-OREGON
POLITICAL AND
LEGISLATIVE TEAM**

TABLE OF CONTENTS

AFT-OREGON'S
PPLS COUNCIL 3

SESSION
OVERVIEW 4

BUDGET
PRIORITIES 7

POLICY
PRIORITIES 9

RAISING UNION
MEMBER VOICES 15

DAYS OF ACTION
AND ADVOCACY 17

COALITION
ENGAGEMENT 19

LOOKING
AHEAD 20

GET INVOLVED
TO BUILD POWER 21





AFT-OREGON'S PPLS COUNCIL



ABOUT AFT-OREGON:

AFT-Oregon is a state affiliate of the American Federation of Teachers, AFL-CIO. Our federation's 28 local unions represent over 18,000 Oregon workers in K-12, community college, and public universities in faculty, graduate employee, academic professional, and classified staff positions, as well as child care and non-profit workers. AFT-Oregon, in coalition with other unions and community groups, advocates for quality public education and economic justice. We are union members united - a powerful voice in our state capitol.

POLITICS, POLICY, LEGISLATION, AND SOLIDARITY (PPLS) COUNCIL:

The AFT-Oregon Politics, Policy, Legislation and Solidarity (PPLS) Council builds political power through across-the-state political communication and coordination in order to imagine new possibilities, develop member leaders and activists, elevate the political consciousness of membership, establish relationships with key office holders and political candidates, take political action, and foster working class relationships and solidarity across unions and community groups. Any AFT-Oregon member can get involved and join.



SESSION OVERVIEW (1/2)

The 2025 legislative session began under an alarming national backdrop. Just weeks after President Trump was inaugurated for a second term, a wave of executive orders targeting public education and funding for state programs set a grim tone for Oregon's legislative session. The moment called for bold leadership from Oregon's Democratic supermajority, and labor unions were energized to seize the opportunity to win material gains for working-class people.

January and February kicked off with the usual beginning-of-session sprint: AFT-Oregon members and staff reviewed hundreds upon hundreds of newly introduced bills, set our legislative priorities, and mobilized members to show up and testify at the Capitol. Our 2025 priorities focused on public university foundation transparency, investing in student basic needs and financial aid, pay parity for part-time faculty, and pushing for policy reforms that center equity, affordability, and accountability across Oregon's education system and beyond.

Our priority bills launched with strong momentum early in session, with most receiving public hearings and making it past the first-chamber deadline. By April, the focus had shifted to the state budget. With congressional Republicans, including our own Cliff Bentz, pushing for massive cuts to federal research funding, Medicaid, and other essential governmental programs, the state budget landscape in Oregon turned bleak and uncertain. Additionally, Oregon's quarterly economic and revenue forecast, which is the estimate of how much money lawmakers will have to spend over the next two years, showed close to a \$1B shortfall in available resources.

Given a poor revenue forecast and nearly a third of Oregon's funding being tied to the federal government, state lawmakers' budget strategy shifted toward caution: preserving current funding levels, avoiding new commitments, and leaving little room for bold, future-focused investments. This cautious budget approach sparked frustration across labor and community groups, with many advocates questioning why reserves and other untapped resources weren't being considered as a way to meet the scale and urgency that this moment required.



SESSION OVERVIEW (2/2)

In coalition, our members pushed lawmakers to reject austerity politics and instead pursue a bold, values-driven budget. We called for meaningful investments in public education and public services, no new tax breaks for the wealthy or corporations, and the strategic use of the state's reserves to meet this moment. We additionally stressed the urgency of revenue reform.

Despite our best efforts, lawmakers ultimately passed an inadequate 2025–27 budget that locked most programs in at “Current Service Level” funding – an uninspiring approach that fails to truly account for rising costs, growing needs, and years of underinvestment. The final budget also included cuts to critical areas like child care, eviction protections, and climate resiliency, and lawmakers failed to pass a transportation revenue package – a top priority for Democratic leadership. This constrained budget not only fell short to meeting this political moment but also led to the failure of many of our priority policy bills that required funding to move forward.

This outcome is deeply frustrating. Oregon's Democratic supermajority, elected with the strong backing of labor and education advocates, chose to maintain the status quo in a moment that demanded bold leadership. At a time when public education is under attack nationally, and our institutions are stretched to the brink, lawmakers failed to take meaningful steps toward reversing decades of underfunding or delivering the long-overdue revenue reform our systems require.

Regardless of all the challenges this session brought, AFT-Oregon members continuously showed up at lobby days, budget hearings, legislator meetings, and more – making our voices heard and standing up for public education and worker justice. The organizing, power-building, and cross-union solidarity we saw this session will carry us forward stronger than ever into future sessions.

“It is clear now more than ever - revenue and funding for higher education in Oregon is fundamentally broken. It is up to us to build a movement to win *real* reform which benefits students and workers.”

- Ariana Jacob, AFT-Oregon President

IN OUR WORDS: PPLS COUNCIL'S DEBRIEF



Although the 2025 legislative session didn't yield the wins we had hoped for, we still made great progress within our PPLS team and our capacity to mobilize AFT-Oregon members to political action. We are incredibly proud of the way members showed up in numbers week after week to push for much-needed legislation, even as the realm of what was possible grew smaller, then nonexistent.

Unfortunately for us, in a political moment when we needed Democratic lawmakers to use their supermajority to win real gains for education, they instead continued to operate from a neoliberal austerity mindset that only grew as we all navigated the massive changes happening at the federal level. Instead of presenting a bold vision of prosperity for Oregon workers and delivering on that vision, lawmakers became even more entrenched in merely maintaining the status quo. A status quo that for decades hasn't worked for education workers and the students we serve, and keeps us on the same path of chronically underfunding education, especially higher education. Our state has ranked as one of the lowest for education funding for decades, yet the Democratic supermajority is not up to the task of creating new, stable funding streams that make fully funded education possible.

Educators deserve better. Our students deserve better. And our communities deserve better.

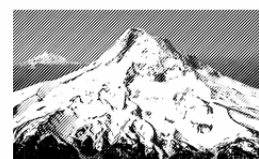
This session made one thing clear: when those in power won't lead, the people must. As we reflect and take our lessons from this legislative session, we're thinking seriously about what accountability for our elected leaders should look like – and how we build the power needed to meet the challenges of this political moment, the legislative sessions ahead, and beyond.

- Hollie Oakes-Miller, AFT-Oregon VP of Political Action

MEMBER SPOTLIGHT: REVENUE OP-ED

During the 2025 session, GTFF Local 3544 member Andrew Ducharme authored a powerful op-ed in the Northwest Labor Press, urging lawmakers to take bold action to address Oregon's long-standing revenue challenges. The piece highlights the urgent need for tax reform in Oregon and sustainable funding for public education and essential services.

[Click here to read more.](#)



**NORTHWEST
LABOR
PRESS**

COMMENT

**Making cuts isn't
leadership. Reforming
revenue is.**

Jun 5, 2025 | By Andrew Ducharme

BUDGET PRIORITIES

Oregon's state budget is set every two years, aligned with long legislative sessions in odd-numbered years. Within that budget are critical investments that fund Oregon's public K-12 and higher education systems. Strong budget advocacy is essential to ensuring our schools, colleges, and universities have resources to serve students and deliver high-quality education. The budget also lays the foundation for our local unions' collective bargaining.

For the 2025–27 budget, we fought for strong investments in both K-12 and higher education. In higher education, we focused on *increasing* the **Public University Support Fund (PUSF)** and the **Community College Support Fund (CCSF)** – two essential budgets that help keep tuition affordable, fund academic programs, and support faculty and staff wages. We shared a vision with administration of reversing the decades long legacy of under-investment. We also advocated for a robust **K-12 State School Fund** that builds progress.

Finally, AFT-Oregon advocated for landmark investments in the **Oregon Opportunity Grant (OOG)**, the state's largest financial aid program for low-income students.

The numbers on this page outline AFT-Oregon's recommended funding levels for the 2025–27 biennium. These asks reflect the true scale of investment required to meet student need, support educators, and begin reversing decades of chronic underfunding.

K-12 EDUCATION BUDGET ASK:

K-12 State
School Fund
\$11.4 B

HIGHER EDUCATION BUDGET ASK:

Public
University
Support Fund
\$1.75 B

Community
College
Support Fund
\$920 M

Oregon
Opportunity
Grant
\$450 M

FINAL BUDGET ALLOCATIONS

Leading up to and throughout the 2025 Legislative Session, Oregon’s public education budget moved through several key milestones – from agency recommendations to legislative frameworks – before landing on final funding levels. **The chart below outlines the progression of budget proposals for the 2025–27 biennium, comparing past funding, stakeholder requests, and legislative benchmarks across both sectors.**

	2023-25 Funding Level	AFT-OR’s Advocacy	HECC’s ARB (Jun ‘24)	Governor’s GRB (Dec ‘24)	Co-Chairs’ Framework (Mar ‘25)	2025-27 Final LAB (July ‘25)
K-12	\$10.2 B	\$11.4 B	n/a	\$11.4 B	\$11.4 B	\$11.4 B
PUSF	\$1.00 B	\$1.28 B	\$1.07 B	\$1.07 B	\$1.08 B	\$1.08 B
CCSF	\$814 M	\$920 M	\$870 M	\$870 M	\$854 M	\$854 M
OOG	\$308 M	\$450 M	\$345 M	\$345 M	\$329 M	\$329 M

Note: All figures are rounded for clarity

ACRONYM KEY:

HECC = Higher Education Coordinating Commission
ARB = Agency Recommended Budget
GRB = Governor’s Recommended Budget
LAB = Legislative Adopted Budget

K-12 = State School Fund
PUSF = Public University Support Fund
CCSF = Community College Support Fund
OOG = Oregon Opportunity Grant

CORE POLICY PRIORITIES (LABOR RIGHTS)

AFT-Oregon's legislative priorities are member-driven, set by AFT-Oregon Executive Council in collaboration with our Politics, Policy, Legislation, and Solidarity (PPLS) Council.



UNEMPLOYMENT BENEFITS FOR STRIKING WORKERS

Bill Number:

SB 916

Final Status:

PASSED

What it does: This landmark legislation will extend unemployment benefit eligibility to striking workers. Amendments negotiated to get it over the finish line include a cap at 10 weeks of benefits and eligibility beginning after 2 weeks on strike. Oregon's law is the first in the nation to include public employees.

Why it's important: It is not employees' fault when employers refuse to settle a fair contract, and this bill will help even the playing field in negotiations. Importantly, this bill applies to *all* AFT-Oregon locals.

Next Steps: Every union in Oregon worked together to bring hundreds of union members to Salem, write thousands of letters to lawmakers, and won this for fellow workers. To quote Graham Trainor, Oregon AFL-CIO President: "No worker should be forced into an unfair contract that further perpetuates the ills of our society at large: corporate greed, unsafe conditions, and a culture where we are not respecting working people for the work that ultimately makes our society run." We will be monitoring implementation of this bill and providing guidance to AFT-Oregon locals on how to access benefits while striking.

Read more: Click to read the article "[Landmark law extends jobless benefits to strikers](#)"

CORE POLICY PRIORITIES (HIGHER ED)

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PUBLIC UNIVERSITY FOUNDATION SUNSHINE ACT

Bill Number:

HB 3213

Final Status:

DID NOT PASS

What it does: This bill is modeled after California legislation passed over 10 years ago which created standard reporting for university foundations and their spending, while also asserting that these large funds are subject to public records laws with some carveouts for donor anonymity in almost all cases.

Why it's important: Hundreds of millions of dollars are pouring into Oregon's public university foundations from private, largely unknown, sources. The public has a right to know if millionaires are influencing, affecting, or otherwise impacting the public mission. We also should know how its spent. Transparency builds trust.

Next Steps: Regardless of the outcome this session, AFT-Oregon remains committed to the issue of university foundation transparency. This was the first session where this issue was introduced, and we've already made incredible progress in raising awareness, engaging lawmakers, and building momentum. We plan to use the interim to continue engaging with lawmakers, answering questions, and strengthening our coalition to bring this issue back in a way that builds on the conversations we've had this session.

STUDENT BASIC NEEDS AND WORKFORCE STABILIZATION ACT

Bill Number:

HB 3182
HB 3183

Final Status:

DID NOT PASS

What it does: These two bills would provide targeted and strategic investments in affordable student housing, campus food pantries, student benefit navigator positions, and textbook affordability.

Why it's important: Students cannot succeed or be retained in higher education if they are not housed, fed, and able to afford textbooks. Students across Oregon are in crisis. These bills would provide needed relief.

Next Steps: Despite strong bipartisan support and years of advocacy, the cost of the bill ultimately prevented it from moving forward. However, our efforts during session helped protect the statewide network of benefits navigators from being completely cut. We'll continue working with the Student Basic Needs Coalition during the interim to shape the next iteration of this advocacy.

CORE POLICY PRIORITIES (HIGHER ED)

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COMMUNITY COLLEGE PART-TIME FACULTY PAY PARITY

Bill Number:

HB 2669

Final Status:

DID NOT PASS

What it does: OEA and AFT-Oregon worked together to bring forward this bill which would allocate \$40 million dollars to ensure part-time faculty are paid at least 85% on a per hour basis as full-time faculty.

Why it's important: Across the 17 community colleges many part-time faculty are paid as low as 40% as much as their full-time peers for instruction, preparation, and grading. This pay inequity must be addressed.

Next Steps: As part of the newly launched Higher Ed Summit initiative by AFT-Oregon's President, OEA and AFT-Oregon community college and university faculty will be working on new strategies, ideas, and policies to address the part-time faculty pay crisis. Additionally, several key leaders in Oregon's legislature have indicated interest in championing this cause in future sessions.

ERDC CHILDCARE SUBSIDY STUDENT IMPACT REPORT

Bill Number:

HB 2593

Final Status:

PARTIAL PASS

What it does: This bill, crafted in partnership with advocacy group Family Forward, would direct an impact report be written by Oregon's Department of Early Learning and Care (DELC) about undergraduate and graduate student childcare access, barriers, outreach, and steps towards ensuring guaranteed spots for student parents, and progress on the Employment-Related Day Care (ERDC) state program's name change.

Why it's important: Graduate employees within AFT-OR's membership and the undergraduates we support struggle to find and afford childcare while also pursuing higher education. Oregon's ERDC program has a title that leads many students to believe they aren't eligible, and there are thousands of families in the waitlist due to underfunding. This bill would create momentum to push the agency forward and inform next steps.

Next Steps: Representative Annessa Hartman, Chair of the Oregon House Early Learning and Human Services committee, invited AFT-Oregon and Family Forward to present during the tail end of the legislative session when it was clear that most bills would not pass, and has committed to using her tools as committee chair to see most aspects of this bill forward to completion using the Legislative Research Office.

CORE POLICY PRIORITIES (HIGHER ED)

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STUDENTS WITH DISABILITIES SUCCESS WORKGROUP

Bill Number:

SB 979

Final Status:

DID NOT PASS

What it does: AFT-Oregon, [Disability Rights Oregon](#), and [OCTPET](#) brought forward this bill to require the Higher Education Coordinating Commission (HECC) to convene a work group to study what changes to existing laws or institutional policies could enhance the academic experience of students with disabilities.

Why it's important: Students with disabilities in higher education face a wide range of challenges that can hinder their academic success and overall experience. These challenges often include limited access to accommodations, the physical inaccessibility on campus, and social stigma around disability.

Next Steps: The bill unanimously passed out of the Senate Education Committee on March 19th, but failed to move forward in the Ways & Means committee once the HECC assessed a fiscal impact of over \$500k. AFT-Oregon will work with HECC in the interim to identify a path forward for this policy in a future session.

COMMUNITY COLLEGE GOVERNANCE

Bill Number:

SB 478

Final Status:

DID NOT PASS

What it does: SB 478, introduced by Senate Majority Leader Kayse Jama, aimed to strengthen Board of Education accountability and promote shared governance across Oregon's 17 community colleges.

Why it's important: The bill proposed requiring public email addresses for board members, adding a non-voting student seat to every board, setting timelines for filling board vacancies, requiring votes before joining state and national associations, and giving boards the option to provide stipends to board members. All of these are common-sense reforms that benefit our members and promote board accountability.

Next Steps: SB 478 faced intense opposition from the Oregon Community College Association ([OCCA](#)) which represents administration. Ultimately, negotiations between stakeholders broke down, and without the votes needed to advance out of the Senate Education Committee, the bill died at the first chamber deadline. AFT-Oregon will work in the interim with our partners to refine our strategy, build stronger legislative support, and identify the best path to reintroduce these important policy ideas in a future legislative session.

CORE POLICY PRIORITIES (K-12)

AFT-Oregon's legislative priorities are member-driven, set by AFT-Oregon Executive Council in collaboration with our Politics, Policy, Legislation, and Solidarity (PPLS) Council.

DAS STUDY FOR STANDARDIZING K-12 CLASSIFIED JOB TITLES

Bill Number:

SB 980

Final Status:

DID NOT PASS

What it does: OSEA and AFT-Oregon supported SB 980 to require the Department of Administrative Services (DAS) to study K-12 classified job descriptions and titles throughout the state and develop a standardized list of these job titles. There are currently thousands of different job titles and descriptions for the jobs classified do, and little understanding of how those jobs compare.

Why it's important: The lack of parity between job titles between districts makes it nearly impossible to compare pay and benefits throughout the state. This effort would give classified educators the tools and knowledge they need at the bargaining table to advocate for the pay and benefits they deserve.

Next Steps: DAS priced this study at \$2.4 million in their initial fiscal impact statement. AFT-Oregon will work with OSEA in the interim to connect with organizations who can oversee the study for a much lower cost.

K-12 EDUCATION WORKPLACE SAFETY REPORTING SYSTEM

Bill Number:

HB 3357

Final Status:

DID NOT PASS

What it does: OSEA and AFT-Oregon supported HB 3357 to create a statewide, standardized, public-interfacing safety reporting form for Oregon's K-12 system. This safety reporting form would relieve the burden on administrative staff, allowing educators to directly report unsafe conditions, while giving state decision-makers more information on the most common hazards and injuries in Oregon schools.

Why it's important: Classified staff make up more than half of the educational workforce, yet very little data is collected about their classroom experiences. This impacts the state's ability to serve the increasing needs of students, and also hinders our ability to promote safer working environments for staff and students alike.

Next Steps: Although all Oregon school districts and Education Service Districts (ESDs) are required to have a safety reporting system, licensed and classified educators often don't log incidents due to inaccessibility, a lack of awareness of reporting systems, and fear of student punishment. AFT-Oregon will work with OSEA in the interim to identify future legislative avenues for addressing this critical issue.

BROADER PRIORITIES

Outside of our core education priorities, AFT-Oregon advocated and testified in support of several other critical bills aligned with worker values. All of these bills successfully passed:

HB 3187 – This bill makes it illegal for employers to ask for a person’s age in the beginning stages of applying for a job, which will **prevent workplace age discrimination**.

SB 951 – This bill addresses **corporate influence in healthcare**, banning noncompete agreements for physicians and strengthening the state's corporate practice of medicine doctrine. In doing so, it aims to improve healthcare access, affordability and quality by empowering physicians and protecting patient-focused care.

HB 5015 – This bill funds the **Oregon Bureau of Labor and Industries**, and included a significant \$18 million increase in funds for the agency that oversees wage and workplace civil rights complaints for the state. This will substantially boost staffing and capacity.



AFT-OREGON TESTIMONY SUPPORT

Throughout the 2025 legislative session, AFT-Oregon submitted a wide range of testimony and sign-on letters to the Legislature in support of our legislative priorities. These letters were written by AFT-Oregon elected leadership, staff, or directly by our rank-and-file members in our Politics, Policy, Legislation, and Solidarity (PPLS) Council.

[Click here to read AFT-Oregon’s testimony and sign-on letters.](#)

RAISING UNION MEMBER VOICES



PUBLIC HEARINGS

Throughout the session, AFT-Oregon members came to the Capitol to testify in support of our priority bills. Public hearings are a critical part of the legislative process, offering a formal opportunity for the public to weigh in, share lived experiences, and help shape the decisions lawmakers make. **Our members showed up with powerful stories and clear calls to action** – bringing the worker and student centered realities of our classrooms, campuses, and communities to the Capitol.



WAYS & MEANS ROADSHOW

In April, AFT-Oregon worked with our coalition partners to mobilize support for higher education funding during the Legislature's Ways & Means Roadshow – a statewide tour where budget leaders hear directly from the public. At each stop, advocates showed up to push for strong investment in public colleges and universities, fair pay, and student support services. **Higher education advocates made up 1 in 7 of all those registered to testify, sending a clear message: higher education must be a priority.**





Higher education advocates show up and show out at the first Ways & Means Roadshow stop in Gresham at the Mouth Hood Community College campus on Saturday, March 22nd.



AFT-Oregon President Ariana Jacob poses with Rep. Ricki Ruiz at the Gresham Ways & Means Roadshow stop on 3/22.



Oregon Tech AAUP leader CJ Riley advocating at the Klamath Falls Ways & Means Roadshow stop on 4/25.

DAYS OF ACTION AND ADVOCACY

MARCH 3RD: AFT-OREGON K-12 LOBBY DAY

APRIL 7TH: HIGHER EDUCATION LABOR LOBBY DAY

MAY 8TH: STUDENT BASIC NEEDS LOBBY DAY



Throughout session, AFT-Oregon helped plan and support three lobby days in the Capitol, each with a different focus. Lobby days are a powerful way for members to share their stories, advocate for our priority issues, and to build relationships with their lawmakers. Each event included advocacy training, meetings with legislators, and time for members to connect with one another across campuses and communities. **Across all three lobby days, AFT-Oregon members attended more than 115 meetings with legislative offices** — making union priorities known and felt in Salem.



Members of Hillsboro Classified United (HCU) pose in the Oregon State Senate chamber during the AFT-Oregon K-12 Lobby Day on 3/3.



AFT-Oregon Political and Legislative staff organizers Andrea Haverkamp and Nick Keough delivering a training at Higher Education Labor Lobby Day on 4/25.



Students, union members, and basic needs advocates pose on the steps of the Oregon State Capitol for the Student Basic Needs Lobby Day and Rally on Thursday, May 8th.



COALITION PARTNER ENGAGEMENT

AFT-Oregon worked closely with other labor unions and community-based advocacy coalitions to advance progressive legislation during the 2025 session. We maintained a regular presence in progressive coalition spaces, including Fair Shot Coalition, Protect Oregon Now, the Higher Education Labor Coalition, Oregon AFL-CIO, the Student Basic Needs Coalition, Divest Oregon, and other coalition spaces focused on protecting PERS.



**OREGON STUDENT
BASIC NEEDS COALITION**

We are stronger together - *Solidarity!*

WHAT'S NEXT? LOOKING AHEAD

INTERIM ORGANIZING & LEGISLATOR ACCOUNTABILITY

Despite the challenges of this session, we are proud of our advocacy and the many ways AFT-Oregon members showed up with passion and persistence. As we look ahead to future sessions, we are focused on the unfinished business of this year and how we can build on the momentum, conversations, and organizing that took place. **Throughout the summer and into the next legislative cycle, we'll be meeting with lawmakers, refining our strategies, and preparing to bring these critical issues back with even greater force.**

Given the results of this session, we know this is the right time to reflect on how we **hold our state legislators accountable** and how we can push Oregon's Democratic supermajority to deliver bold, transformative legislation that meets the needs of workers, students, and communities across the state of Oregon.

HIGHER EDUCATION REVENUE MOMENTUM

As we look ahead to future sessions, we will continue working with the Oregon labor movement, national and state revenue partners, and state lawmakers to **advance transformative, long-term revenue and funding solutions** for Oregon's higher education system. It's beyond time to reverse decades of chronic disinvestment and organize toward a future where our public colleges and universities are fully funded, accessible to all, and built to serve all students and workers.



Oregon Senate President Rob Wagner poses for a photo with AFT-Oregon political and legislative organizer Nick Keough in the Oregon State Capitol.

GET INVOLVED TO BUILD POWER



GET INVOLVED:



tinyurl.com/AFT-OR-PPLS

WANT TO ORGANIZE AND SHAPE YOUR FEDERATION'S POLITICAL AGENDA?

At AFT-Oregon, we understand that power is built from the bottom up. That means engaging rank-and-file members in every step of our political and legislative work – from setting priorities and developing policy to organizing actions and holding elected officials accountable. Through the Politics, Policy, Legislation, and Solidarity (PPLS) Council, members come together across locals to help shape our union's advocacy, share resources, and strategize around statewide issues. Whether you're new to political action or a seasoned advocate, there's a seat at the table for you.

Learn more by [clicking this link](#) - and [sign up for email action alerts!](#)

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