

Our Union, Our Future and Our Fight.

FAQ

**Why Strengthen CTU in a Period of
Rising Authoritarianism**

Ready to fight.
Ready to win.



**CHICAGO
TEACHERS
UNION**

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Our Dues Need Updating

The threats and opportunities we face are unprecedented, and yet our dues rate has not been increased for 40 years. In fact, the last union-wide dues shift lowered dues in 2001. We have also just won a historic contract that raised salaries to their highest levels ever. Over four years the contract delivers average compensation increases of 23 percent for teachers and 27 percent for PSRPs. In contrast, the dues rate we are proposing will increase dues by an average of just 0.4% of compensation.

1) We must win a majority of the first 21 person fully elected school board in November. Millions in dark money donations are trying to ensure record school closings and austerity instead of a fully funded district.

2) We need resources to fund a state-wide millionaires tax campaign in order to fully fund the state's school funding formula.

3) Growing attacks on CTU by Congressional Republicans, the Department of Labor and IRS mean we must fortify our union. We'll continue to protect our union rights via counter-suits and legal defense.

Proposed Equitable Dues Structure

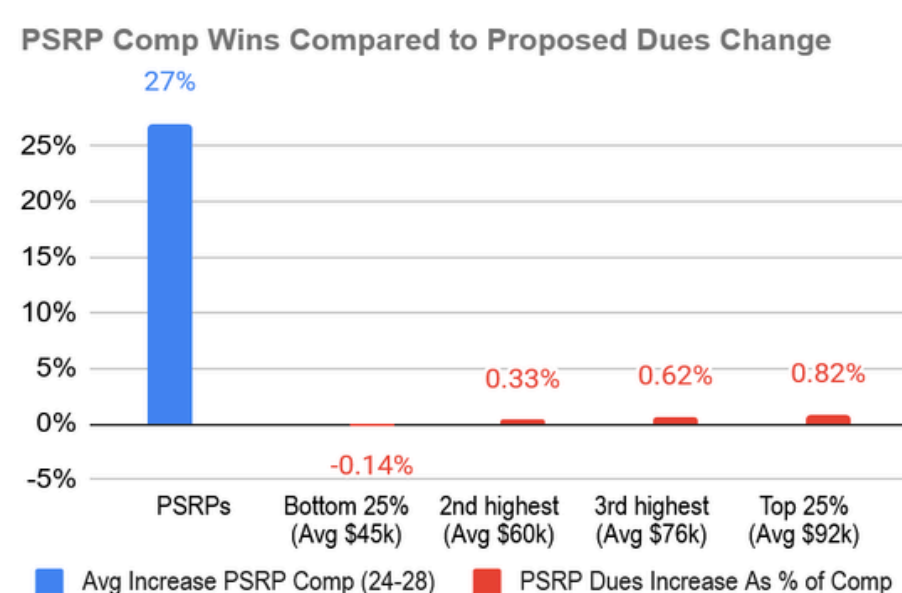
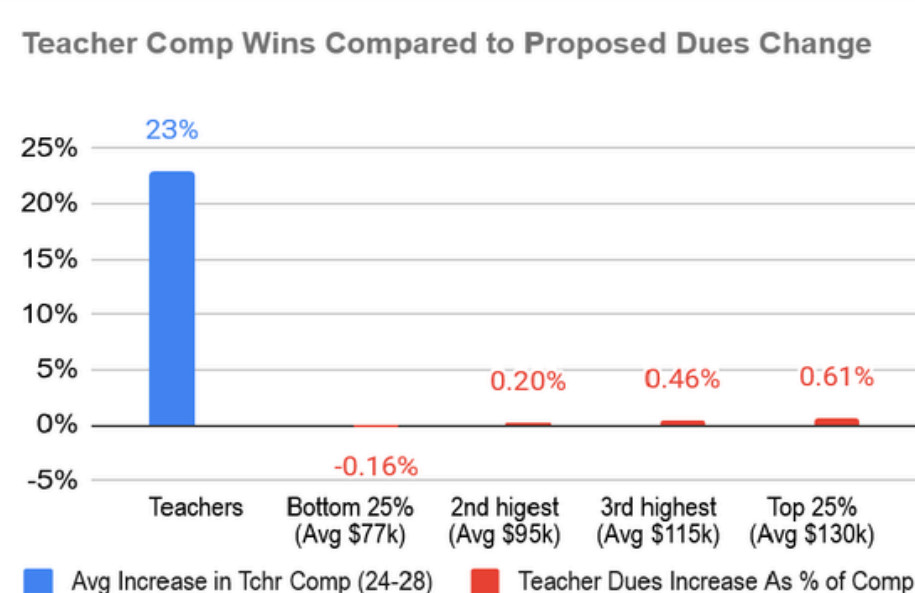
- All members will pay the same dues rate of 1.75%
- The rate covers CTU base dues (1.1%) and all required per caps (0.65%)
- Dues will be based on base earnings and pension pick-up (excluding stipends, etc)

What does this cost me as a member?

- The proposed dues rate increases dues by a fraction of a percent of compensation
- Most members will pay more in dues, and some will pay less.
- The average increase is a third of a percent of compensation, \$18 per paycheck
- For members in the top 25% of pay, the average increase is two-thirds to three-quarters of a percent of compensation, roughly \$40 per paycheck

How does the proposed dues compare to what we have won?

- Our CPS contract increases compensation for teachers by 23% and 27% for PSRPs and many of our charter contracts reach parity with CPS pay and significant increases
- The proposed rate increases dues by a fraction of a percent of compensation



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How will our dues compare to other unions?

- Many other unions use a percentage for dues and many have dues rates that are greater, and in some cases double the rates
 - SEIU locals dues range from 1.75% to over 3%
 - IBEW charges 2.5%, Stage operators and Teamsters pay 3%
 - IEA moved from a flat fee to a graduated dues structure in 2022

How have our dues changed in the past?

- Our dues rate has not had a structural increase in 40 years. Over the last decade, with historic gains in our salary, addition of steps for veterans and PSRP wage increases, average member salaries increased faster than dues.

Raising Dues and Making Them More Equitable For Our Union to Win the Schools Our Students Deserve

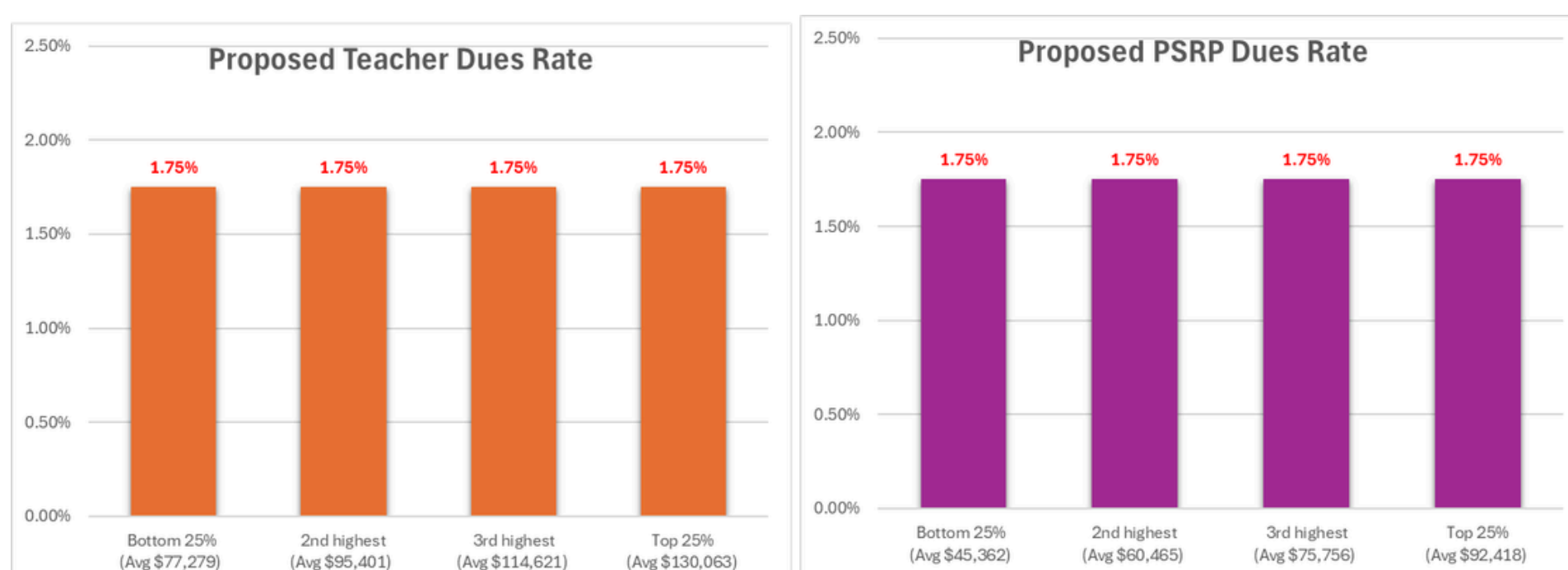
The Current Flat Dues Rate Structure

Current dues are a flat amount, which mean different rates based on member pay. Our highest paid members pay less than 1% of compensation in dues, while the lowest paid pay 2%



The Proposed Equitable & Progressive Dues Rate Structure

The proposed dues structure means every member will pay a 1.75% dues rate



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The Power We've Built and Success We've Had on Behalf of Chicago's Children Makes Us a Target.

CTU's 30,000 members have built a union that is powerful, that is united, that is strong. And we have used that strength to successfully pass policy, elect champions from city hall to congress, and begin to transform our school district in a way that puts us in diametrical opposition to the current administration in Washington.

The Right bans books and closes libraries	We double the number of libraries and librarians through our contract wins.
The White House seeks to erase trans students and sends ICE agents to occupy our cities	We negotiated LGBTQ Safe Schools and made our schools into forcefields.
The Secretary of Education promotes vouchers and closes down civil rights protections at the federal level	We have won Sustainable Community Schools, Black Student Success, the freedom to teach Black history and anti-racism in our classrooms, re-absorbed charter school students and staff back into our district schools, and won an historic \$1B investment at the city-level in schools, parks, and libraries from a mayor we helped to elect.
Trump has pushed more than 300,000 Black women out of the workforce and celebrated ending 'diversity, equity, and inclusion' in his state of the union speech and	We resoundingly re-elected one of the most powerful leaders in the city and in the labor movement nationwide who – as a Black woman with a track record of successfully advocating for Black, Latine, and all children – comes under relentless racist and sexist attack, threat, and scrutiny.
The White House wants to replace us with robots	Our contract has added hundreds of new counselors, clinicians, social workers, teachers assistants and other positions to our schools and raised salaries 23% for teachers and 27% for PSRPs
Trump is going to war for oil	We are creating green jobs pathways and installing solar on the roofs of CPS schools

Successfully standing in opposition to this runaway administration and electing leaders who face additional attack because of the intersection of their identity and their commitment to justice makes CTU a target.



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Authoritarians First Step is to Smash Unions

In December of 2024, our executive board and house of delegates passed the Resolution to Fortify Our Union Ahead of the Next Administration and Anticipated Attacks, directing CTU to “redouble its efforts to safeguard our union and our school communities in lieu of these mounting attacks and ensure we are prepared for a more aggressive and destructive Trump administration”

Since that time,

- IPI, has spent its \$8M per year budget to nearly exclusively focus on “making the union toxic” in their own words and
- IPI successfully moved Trump’s federal government to put the union under Congressional investigation based exclusively on its false claims.
- The billionaire takeover of the media has resulted in multiple editorial boards using CTU and its Black woman leader as a foil for their anti-government, anti-public school, anti-union agenda.
- CTU is facing a Department of Labor CAP Audit, IRS investigation, and weekly harassment by paid protestors that has required increased security at our office.

At the same time, our members who speak out publicly and their co-workers are confronted by organized right-wing harassment, doxxing, and targeting that requires safety plans and protocols.

The Trump Administration Makes Our School Communities Less Safe

When the President pushes the largest transfer of wealth in the history of the country to the top 5%, it makes us all less safe.

- Students are hungrier without SNAP.
- Parents skip necessary medical care because of skyrocketing costs.
- Classrooms strain, hot lunch gets cut, students with IEPs go without support, busy intersections go without crossing guards,

All because our school budgets are being converted into tax breaks for the wealthy and a hiring spree for federal agents who then return to occupy our cities.

None of the unjust actions we are witnessing come without dissent. That’s why Trump is equally committed to arresting journalists like Don Lemon, punishing protesters, targeting unions like ours, and ending the voting rights generations fought to put in place.



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Successfully Resisting Requires Investment in Fortification

Where we face state leadership that refuses to invest in our students and sets Illinois school districts up for cuts, layoffs, and crisis	We invest in campaign capacity to win the schools our students deserve and the political capacity to elect the champions who will make good on that commitment.
Where we face billionaires like Michael Sacks, Reed Hastings, and their PACs like Common Ground Collective, Urban Center, and the others who aim to buy off the school board this Fall,	We invest in our political and volunteer programs to defend democracy and the integrity of an elected school board accountable to Chicagoans not billionaires.
Where we face harassment,	We invest in digital and physical security
Where we face a weaponized federal government	We invest in legal strategy and defense
Where we face targeted attacks on our leaders and members	We invest in protection.



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