

Budget and Finance Committee Agenda

July 15, 2015, Start Time: 6:00PM

A.	Call to Order – RoseAnn Dominguez - 6:00PM
B.	Roll Call – 6:00PM quorum determined - (Karen Summers)
C.	Announcements: <ol style="list-style-type: none"> 1. Welcome. 2. Trustee Audit Schedule: Volunteers from the Budget and Finance Committee are needed to help with the quarterly Trustee Audits – contact Ming if you can do the next one. 3. Item 2 on the Agenda will be heard at this point in the Agenda – the presenters will leave the meeting after their presentation. - (pages – 3-14)
D.	Review & Approve Minutes: Minutes from Budget & Finance Committee Meeting – June 17, 2015 - (pages – 15-18)
E.	Budget and Finance Report: RoseAnn Dominguez <ol style="list-style-type: none"> 1. Item 1 – Consent Agenda Approval of the Financials for: May 2015 - (pages – 19-20) <ul style="list-style-type: none"> • 2015 Approved General Fund and Organizing Budgets - (page – 21-26) • Bank Balances - (DOCUMENT 1) - (page – 27-28) • Income Statement - (DOCUMENT 2) - (pages – 29-32) • Organizing Income Statement - (DOCUMENT 3) - (pages – 33-34) • Dues Receipts - (DOCUMENT 4) - (pages – 35-38) • Per Capita Report - (DOCUMENT 5) - (pages – 39-42) 2. Discussion – How will the Local Budget Look with the Loss of Our Homecare Workers? 3. Discussion – How will the Local Budget Look should the Supreme Court Overturn the Aboud Decision? Mary Kay Henry Letter - (pages – 43-44)
F.	New Business <ol style="list-style-type: none"> 1. Item 2 – UNIDent Dental Program Request to do a Mailing to Members - (pages – 3-14) 2. Item 3 – Consultant Staff Support to the SEIU CA Developmental Disabilities Council – to \$5,000 - (pages – 45-48) 3. Item 4 – Lanterman Coalition Communications Support - \$1,250 - (pages -49-50) 4. Item 5 – 2016 Budget – SEJ Line Items - (pages – 51-52)
G.	Unfinished Business <ol style="list-style-type: none"> 1. None
H.	Informational Items
I.	Next Meetings: <ol style="list-style-type: none"> 1. Next meeting is scheduled for Wednesday, August 19, 2015 – food at 5:30pm; meeting 6:00pm via Video-Conference or Tele-Conference.
J.	Adjourn

THIS SHEET IS INTENTIONALLY LEFT BLANK

SEIU Local 521 Budget and Finance Committee Motion

Item Number: 02

Date: July 15, 2015

Motion Title: UNIDent Dental Program

Recommended By: None: Informational Request by UNIDent

Background: “UNIDent Dental is a Union facility serving all Labor Unions since 1999. Our employees are members of UFCW Local 5. Our offices are ultra-modern small to medium private practices with at least two full - time Dentists. Our philosophy is simple, Quality Dentistry at an AFFORDABLE PRICE. Every Patient will be seen by a single dentist for the duration of his/her treatment. All our Dentists are Board Certified, Highly Experienced, have the Highest Quality Standards, and have meticulous Patient Care Protocols.”

“We Have a Great Working Relationship With Organized Labor. It has been some time since we did anything with Local 521. Therefore, we would like to do a Mailer for Santa Clara County.”

Motion: Recommend that _____.

Follow Up:

Moved by: _____ Second : _____

Amendment: _____

Amended By: _____

Votes in Favor: _____ Votes Opposed: _____ Abstentions: _____

Motion: Carries Fails: Tabled Until: Date: _____

Signatures

THIS SHEET IS INTENTIONALLY LEFT BLANK



UNION GENERAL & ORTHODONTIC DENTISTRY

June 22, 2015

Locations:

Unident Dental San Jose, CA

2390 Senter Rd.
(corner of Senter and Tully)
San Jose, CA

95112

Phone:
(408) 298-6420

Fax:
(408) 298-4169

Milpitas, CA

219 West
Calaveras Blvd.
Milpitas, CA

95035

Phone:
(408) 298-6420

Fax:
(408) 298-4169

“Union Care Dental Program”

Serving Bay Area Unions, the following two dental offices are providing In-Coverage members and families of SEIU Local 521 quality care and service including:

- **“Zero Out of Pocket Cost”** - General & Specialty Dentistry *(San Jose Office Only)*
- **No Cost for General Dentistry** (only Basic Treatment)
- **“Free Teeth Whitening”***
- **“Free Braces (Orthodontics)”** *(First Time Braces with Unident San Jose, retainers not included)*
- **“Free Dental Implants”** *(San Jose Office Only)*
- **In-Office Specialists:** Oral Surgeon (extractions), Orthodontics (Braces), Periodontist (Gum and Bone) *(San Jose Office Only)*
- **Discount prices for Cosmetic & Specialty Dentistry** (Orthodontics, Oral Surgery, Periodontist, Implants)
- **Cosmetic Dentistry:** Porcelain Restoration, Implants
- **Dentistry for Children...** Experience in Treating Children
- **Discount Plan for Retirees, Families, Friends with NO Insurance.**
- **Call us to see if your Spouses Insurance Qualifies with us!**
- **24 Hr. Emergency***
- **Saturday and Evening Appointments**

*Teeth Whitening, Braces or Implants after initial exam, X-rays, cleaning and completion of any necessary treatment and or while in treatment

*Zero Out of Pocket Cost and Free Dental services are available for 2015 and 2016.

*Must Call First and be In-Coverage • Applies towards In-Office Covered General & Specialty Dentistry.

Please call for an appointment at either facility today!

Unident Dental • San Jose or Milpitas Offices

Hours: 9am to 6pm Monday through Thursday

9am to 1pm Friday

9am to 5pm Saturday

Call San Jose Office at 408-298-6420

unidentgp@gmail.com



Karen Summers

From: Frank Marolda <frankmarolda@hotmail.com>
Sent: Friday, June 05, 2015 2:50 PM
To: Karen Summers
Subject: SEIU LOCAL 521 MAILER
Attachments: 521.UnidentE.pdf; 521.Unidentsp.pdf

Follow Up Flag: Follow Up
Flag Status: Flagged

Dear MS. Summers ;

As per our phone conversation yesterday enclose is a little history about UNIDent Dental . UNIDent Dental is a Union facility serving all Labor Unions since 1999 .Our employees are members of UFCW Local 5 . Our offices are ultra modern small to medium private practices with at least two full - time Dentist . Our philosophy is simple,Quality Dentistry at an AFFORDABLE PRICE .Every Patient will be seen by a single dentist for the duration of his/her treatment .All our Dentist are Board Certified, Highly Experienced, Have the Highest Quality Standards and Meticulous Patient Care PROTOCOLS.
We Have a Great Working Relationship With Organize Labor and its been some time since we did anything with Local 521 so therefore we would like to do a Mailer with your Union for Santa Clara County.
If you want us to appear before your Executive Board please let us know .

Fraternally,
Frank Marolda Business Manager 408-255-7800

-



UNIDENT DENTAL DISCOUNT DENTAL CARE PLAN

Beautiful Smile for Your Family

June 29, 2015

Discounted Dental Plan for RETIRED, DISABLED, APPRENTICES, FAMILIES, and FRIENDS of Union Members with NO Dental Insurance!

DO NOT SEND ANY MONEY if you have Dental Insurance and are covered with your Union, This is not for you!

- ◆ No Annual Deductible.
- ◆ Must go to Participating Dental Offices ONLY.
- ◆ 100% Coverage for Preventative Treatment (i.e.: cleaning, x-rays, examinations...)
- ◆ 70% Coverage for Basic Treatment (i.e.: perio, fillings...)
- ◆ 50% Coverage for Major Treatment (i.e.: dentures, crowns, bridges, ext...)
- ◆ NO WAITING PERIOD FOR MAJOR WORK
- ◆ NO Annual Limit
- ◆ Orthodontic Benefits \$3000 for lifetime
- ◆ Yearly subscription fee for Union Discounted Plan is only \$120.00 Per Person. (NON-REFUNDABLE \$120 per Person - Per Year, due upon submission of application) No Enrollment Fee

Unident
2390 Senter
Road,
San Jose, CA
95112

Phone:
408.298.6420

Fax
408.298.4169

Email:
uniondental@
hotmail.com

	Union Dental Care Plan	Cigna Dental	Delta Care PMI	Delta Dental	DMO	Smile Savers	Blue Cross/ Blue Shield
Deductible/ Office Visit	NO	YES	YES	YES	YES	YES	YES
Waiting Period	NO	NO	NO	NO	NO	NO	YES
Upgrade Fee	NO	YES	YES	YES	YES	YES	YES
Annual Limit	NO	YES	NO	YES	NO	NO	YES
5 Years Replacement	NO	YES	YES	YES	YES	YES	YES
No Exclusion	NO	NO	YES	NO	YES	YES	YES
Bridge vs Denture	Bridge	Denture	Denture	Denture	Denture	Denture	Denture

Questions or Additional Applications Call (408) 298 - 6420



Karen Summers

From: Frank Marolda <frankmarolda@hotmail.com>
Sent: Thursday, June 18, 2015 12:17 PM
To: Frank Marolda
Subject: UNIDENT DENTAL DISCOUNT DENTAL CARE PLAN
Attachments: UnidentDiscountDentalPlan2015ol2.pdf

Follow Up Flag: Follow up
Flag Status: Flagged

Hello ;

UNIDENT DENTAL DISCOUNTED DENTAL CARE PLAN FOR RETIRED,DISABLED,APPRENTICES,FAMILIES AND FRIENDS OF UNION MEMBERS WITH NO DENTAL INSURANCE . IF YOU HAVE ANY QUESTIONS PLEASE CALL 408-298-6420.THANK YOU. FRANK MAROLDA 408-255-7800

-

SEIU Local 521 Executive Board Motion

Motion Number: D

Date: September 27, 2014

Motion Title: Union Dental Program

Recommended By: SEIU Local 521 Officers

Background: Union Dental is a Dental Practice mostly in the Silicon Valley area with other locations elsewhere mostly in Northern Central California at this time. They are growing. This practice gives preference to Union Members and accepts the amount paid by billed insurance as payment in full. If the annual authorized amount for services has been exhausted, they give a significant discount for services rendered.

One of the Dentists came to the Officers Meeting in July with a presentation and impressed the Officers to the point that they have recommended the following motion for Executive Board approval. Advertisements would be sent to SEIU Local 521 members in Regions 1, 2, and 6 explaining the services of Union Dental at their cost. The Local would put the address labels on the mailing so that no information would be compromised.

Mailer Already Approved

Motion: To authorize Union Dental to pay for at least one mailing of their advertising documents to SEIU Local 521 members in Regions 1, 2, and 6 explaining their services and advantages.

Follow Up:

Moved by: _____ Second : _____

Amendment: _____

Amended By: _____

Votes in Favor: _____ Votes Opposed: _____ Abstentions: _____

Motion: Carries Fails: Tabled Until: Date: _____

Signatures

THIS SHEET IS INTENTIONALLY LEFT BLANK

Dear Executive Members of SEIU Local 521,

My name is Hieu N. Dang, DDS and I'm a general dentist and a union member with UFCW Local 5. I'm also the head dentist of Union Dental and Union Orthodontics. We currently have six locations in the Bay Area including: San Jose, Fremont, Oakland, South San Francisco, Novato and Martinez. I believe that Union Dental and Union Orthodontics can offer tremendous benefits and can greatly reduce the overall costs of both vision and dental care to all your members and their families.

First let me give you a brief background about us and what do. Union Dental was formed in 1999 and Union Orthodontics was formed in 2009 to work solely with all union members and their families. All our doctors and staff are union members with UFCW Local 5. We offer a tremendous savings to all our union patients by taking the members insurance as payment in full and waiving all co-payments . If a member's maximum annual allowance has been reached, we will give a 50% discount for any dental work done beyond the annual maximum.

Secondly, for union members without any dental insurance, we give a 50% discount for all their work. We also offer 0% interest payment plans for those who are unable to pay immediately. For members who do not have any dental insurance nor have the financial means, Union Dental will provide dental emergency services at no cost.

Third, in addition to providing dental care for all union members and their families, we have also been very active in the labor movement. We work actively with the Contra Costa, South Bay, and Alameda Building Trades and Central Labor Council to help the poor and homeless with pro bono dental and orthodontic care. Because of our active involvements in helping our communities, we have letter recommendations from those Building Trades and Central Labor Councils that I just mentioned. In 2009, we were honored by the Contra Costa Building Trades and Central Labor Council as "union business of the year". In 2010, Union Dental was recognized as "Union Provider of the Year" by the Instituto Laboral de la Raza in San Francisco. As for myself, I'm an active delegate for the South Bay, and Alameda Central Labor Council. I'm also a member of the Alameda chapter of APALA (Asian Pacific American Labor Alliance).

Finally, I would like to ask the Executive Board of SEIU Local 521 for an approval to send out a mailer to your members using this attached postcard. All expenses associated with this mailer will be paid for by Union Dental. In the past, we have done two mailers with SEIU Local 715 prior to the merger. I want to thank the Executive Board of SEIU Local 521 for their consideration and I hope that I can have an opportunity once again to work with the members of your esteem Local.

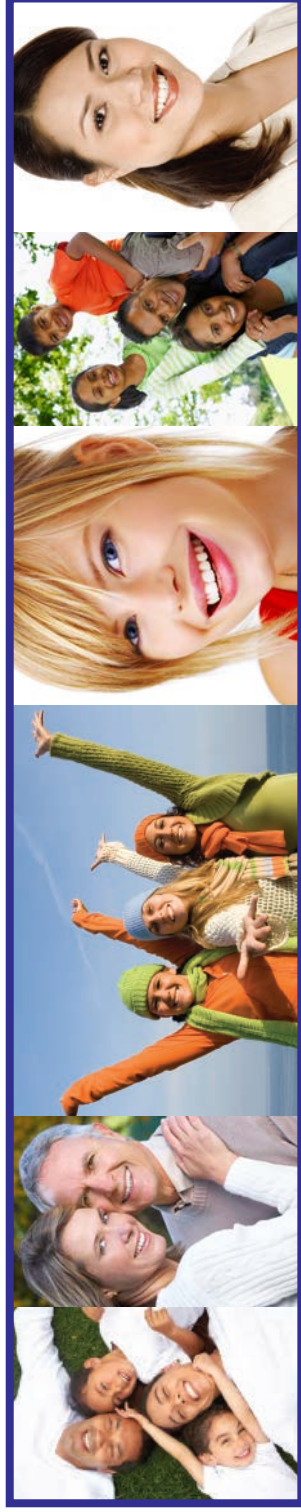
In Solidarity,

Hieu N. Dang, DDS

THIS SHEET IS INTENTIONALLY LEFT BLANK

Huge Savings for SEIU Local 521 Members and their Families!

Grandes Ahorros de SEIU Local 521 Los miembros y sus Familias!



Union Dental is five private dental practices providing general and specialty dental care to all labor union members and their families since 1999. The five dental offices are conveniently located in Oakland, Martinez, South San Francisco, San Jose and Fremont.

You can choose the office closest to your home or workplace.

Union Dental es cinco prácticas odontológicas privadas que brindan atención dental general y especializada a todos los miembros sindicales y sus familias desde 1999. Los cinco consultorios dentales están ubicados en Oakland, Martínez, S. San Francisco, San José y Fremont. Usted puede elegir la oficina más cercana a su domicilio o lugar de trabajo.

Patients can choose a general dentist they feel comfortable with and this will be their dentist for their entire treatment. We accept Delta Dental and all other dental PPO insurance. We are a union facility providing care for union members and their families. Union Dental offers tremendous savings for you and your family's dental care. Low to zero out of pocket costs for all dental procedures including: Dental implants, Braces, Crowns, Dentures, Bridges, etc.

Los pacientes pueden elegir un dentista general que se sientan cómodos y esta será su dentista para su tratamiento. Aceptamos Delta Dental y todo otro seguro dental PPO. Somos un centro de unión proporcionar atención a los miembros del sindicato y sus familias. Union Dental ofrece un enorme ahorro para usted y para el cuidado dental de su familia. De menor a cero fuera de gastos de bolsillo para todos los procedimientos odontológicos que incluyen: Implantes dentales, frenillos, coronas, dentaduras, puentes, etc

THIS SHEET IS INTENTIONALLY LEFT BLANK



Minutes of the Budget and Finance Committee Meeting June 17, 2015 from 6:01pm – 7:15pm

A. The June 2015 Meeting of the Budget and Finance Committee was called to order by the Treasurer, RoseAnn Dominguez at 6:01pm. A quorum was present.

B. ROLL CALL – Members in attendance either in offices, videoconference, or by teleconference:

BUDGET & FINANCE Committee Members:

Present – Roseann Dominguez	Local Treasurer	Fresno
Present – Luisa Blue	Chief Elected Officer	Phone
Present – Lesbia Reclosado	Region 1	San Jose
	Region 1	San Jose
Present – Lydia Torres	Region 2	Phone
Present – Luis Aguilar	Region 2	Phone
Vacant –	Region 2	
Present – Adam Gintz	Region 3	Phone
Vacant –	Region 3	
Present – Via Cooper-Whigham	Region 4	Fresno
Present – Alysia Bonner	Region 4	Phone
Present – Rudy Plaza	Region 5	Bakersfield
Present – Sonja Bennett	Region 5	Bakersfield
Present – Dolly Clemente	Region 6	Phone
Absent – Huong Chung	Region 6	

EXECUTIVE BOARD MEMBERS, OFFICERS and TRUSTEES:

Connie Chew	San Jose
Bill Ragland	Salinas
Sergio Garcia	Fresno

OTHER SEIU LOCAL 521 MEMBERS:

SEIU STAFF:

Karen Summers	San Jose
Ming Lee	San Jose
Pamela Rodgers	Phone

OTHER ATTENDEES: None

C. ANNOUNCEMENTS –

1. Luisa announced that Fresno County has a TA with a ratification vote between June 15 and June 26. City of Santa Cruz is planning a candlelight vigil on July 3rd and going out on strike for the duration beginning midnight on July 4th. Santa Clara County negotiations are slow, but there has been a 98% vote for strike sanctions. Thursday and Friday the BOS will be lobbied. If no resolution strike authorization vote will be done by Santa Clara Chapter and a strike is possible on the 30th.

D. BUDGET & FINANCE MEETING MINUTES of the May 20, 2015 Meeting:

The Minutes were reviewed and **APPROVED**. There was some discussion because there was a misunderstanding about attending a meeting. It was determined that in order to be counted as present at a Budget & Finance Meeting, the member/delegate must be present to vote on the Financial Consent Agenda.

E. Item 1: Consent Agenda Approval of the April Financial Statements:

- 2015 Approved General Fund and Organizing Budgets
- Bank Balances
- Income Statement
- Organizing Income Statement
- Dues Receipts
- Per Capita Report

Motion: To approve/confirm as presented all reports on the Consent Agenda
Moved; seconded; carried as presented.

Ming was asked to clean up the approved General Fund Budget.

Sergio Garcia asked some questions about the budget and the loss of Homecare. Luisa explained that Homecare is still a part of the Local and there are discussions happening to determine how things will be done in the transition. It is unknown what will happen with the Homecare staff at this time. It is likely that the Local will be signing some sort of a service agreement with the Statewide Local that will be receiving our Homecare members. This should all be done by the end of the year.

F. NEW BUSINESS

1. Item 2: Authorization to Vacate the Budget & Finance Committee Seat held by Huong Chung of Region 6.

Motion: To declare the seat on the Budget & Finance Committee that has been held by Huong Chung of Region 6 as vacant.

Moved; seconded; carried as presented.

2. Item 3: Recommend a Vendor for the Executive Board Elections in January 2016 to the Executive Board for approval.

Motion: To recommend that the Executive Board select the American Arbitration Association as the vendor for the Local 521 Executive Board Elections in 2016 and authorize staff to sign a contract with the AAA in line with their bid of \$189,900 to run our Elections in 2016.

Moved; seconded; carried as presented.

3. Item 4: Authorization to Explore Alternatives to the Santa Cruz Office Location and Authorization to Begin Rental Contract Negotiations.

Motion: To begin searching for alternative Santa Cruz Office locations and begin rental lease negotiations if a viable property is found with an eye at keeping out total monthly/annual rental obligation in line with the increased rent or lower that will be charged should we stay in our current location and/or to negotiate with our current landlord to reduce the proposed monthly obligation and/or increase benefits offered to us.

Moved; seconded; carried as presented.

4. Item 5: Great Plains Upgrade for the Financial Software.

Motion: To upgrade the Great Plains software to the GP2015 version from the GP2010 version; to use \$40,000 from the capital fund to purchase the necessary hardware to run the upgrade software. The additional costs for the upgrade are already budgeted and will be expensed in Lines 79 (Audit and Accounting Fees) and 85 (Research Materials & Data/Teletown Hall).

Moved; seconded; carried as presented.

There was some discussion on this item. Members were upset that the IT Member Committee had not been consulted on this software upgrade and the hardware. It was felt that even though Ming liked the current software there might be something else available that might suit our needs better and be less money. But, since there is a June “special” and prices, on at least licensing and hourly support charges (\$160 hr to \$200 hr), are going up in August, it was felt there was no time now to research the Local’s options. It is hoped this type of thing will not happen again.

G. UNFINISHED BUSINESS

None.

H. Informational Items – None.

I. Next Meeting: Wednesday, July 15, 2015 – food at 5:30pm; meeting 6:00pm via Video-Conference or Tele-Conference.

J. Adjourn: meeting was adjourned at 7:15pm.

ML:kns SEIU 521 CTW/CLC

THIS SHEET IS INTENTIONALLY LEFT BLANK

SEIU Local 521 Budget and Finance Committee Motion

Item Number: 01

Date: July 15, 2015

Motion Title: Consent Agenda for Financial Statements

Recommended By: RoseAnn Dominguez, SEIU Local 521 Treasurer

The Following Reports have been placed on the CONSENT AGENDA for approval/confirmation without discussion. If you wish discussion, pull the report from the CONSENT AGENDA:

NO Motion is required to remove a report from the Report Consent Agenda.

May 2015 Financials

- 2015 Approved General Fund and Organizing Budgets - (page – 21-26)
- Bank Balances - (DOCUMENT 1) - (page – 27-28)
- Income Statement - (DOCUMENT 2) - (pages – 29-32)
- Organizing Income Statement - (DOCUMENT 3) - (pages – 33-34)
- Dues Receipts - (DOCUMENT 4) - (pages – 35-38)
- Per Capita Report - (DOCUMENT 5) - (pages – 39-42)

***Motion:** To approve/confirm as presented ALL Reports on the Consent Agenda EXCEPT those pulled and listed below which will be held **for discussion**:

Follow Up:

Moved by: _____ Second : _____

Amendment: _____

Amended By: _____

Votes in Favor: _____ Votes Opposed: _____ Abstentions: _____

Motion: Carries Fails: Tabled Until: Date: _____

Signatures

THIS SHEET IS INTENTIONALLY LEFT BLANK

	A	B	P	W	X
1	version 1.1		2014 - 12 months	2015 - 12 months	NOTES
2			Budget 2.2	Budget 1.1	
3	Headcount	TOTAL DUES RECEIPTS	30,439,600	30,878,626	
4	52,941	OTHER INCOME			
5		Interest & Dividends	3,600	1,515	
6		SMIHSS Administrative Reimbursement	-	-	
7		Sublease Rent	67,000	75,259	
8	B	Misc. Income - SEIU Int'l subsidy	-	-	
9	A	Misc. items spend from saving accounts			
10		Total Misc. Income	70,600	76,773	
11		TOTAL GENERAL FUND INCOME	30,510,200	30,955,399	
12		GENERAL FUND EXPENSES			
13		ORGANIZING OFFSET	4,025,172	4,199,761	
14		SALARIES			
15		5 Administrative	479,480	479,480	all positions filled
16		6 Admin Support	459,143	414,562	all positions filled
17		14 Directors	1,234,802	1,255,641	all positions filled
18		60 Internal Organizers/Research,CED,CESA,Pol	4,363,184	4,452,371	all positions filled
19		20 Clerical	1,090,419	1,053,009	all positions filled
20		2 Facilities	97,057	93,775	all positions filled
21		6 Data Base	301,619	328,091	all positions filled
22	A	Special project - pay by other funding	-		
23		Temp. Internal Organizers/Research	75,000	75,000	
24		Temp. Clerical/Support	20,000	20,000	
25		Vacation Liability Cash Out	400,000	119,756	cash out only
26		Total Salaries	8,520,705	8,291,685	
27		113 PAYROLL RELATED EXPENSES			
28		Pension	1,444,627	1,615,386	increase to 20% for 2015
29		Payroll Taxes Expenses	963,085	969,232	
30		Consultant - Trainer, NEG	30,000		
31		Travel Staff-Admin	50,000	44,761	
32		Travel Staff- Internal Organizers	120,000	189,440	membership drive
33		Mileage/Ins. Reimb.-Admin & Director	13,656	5,549	
34		Mileage/Ins. Reimb.-Internal Organizers	135,641	163,257	membership drive
35		Telephone Reimbursement	90,000	77,057	
36		13 Retiree Health Exp	108,930	112,658	
37		Retire Benefit Trust Fund	12	12	
38		Benefits(Health, Dental, Vision,life,401K,Flex	3,110,943	3,125,759	health benefit at new rate 2015
39		Workers Comp Insurance	280,900	242,308	
40		Recruiting exp	8,000	8,000	
41		Total Payroll Related Expenses	6,355,792	6,553,419	
42		Total Salaries & Payroll Expenses	14,876,497	14,845,104	
43		MISCELLANEOUS			
44		Agency Fee/Assoc. Exp.	504,000	720,000	same as 2014
45		Capital Fund Expense	12,000	12,000	same as 2014
46		Admin exp share w. chapter	12,000	12,000	same as 2014
47		Free Life insurance to members (SCR, MRY &	4,000	4,665	
48		Retired Chapter Fund Reimbursement		14,465	
49		Dodge Scholarship	15,000	15,000	same as 2014
50		Computer Database UnionWare	82,175	73,841	
53		Accounting Software Gp	12,000	12,000	same as 2014
54		MRC - IHSS - 4 months only			
55		Total Miscellaneous	641,175	863,972	
56					
57		ARBITRATIONS & LEGAL			
58	A	Arbitrations Fees & legal fees - representation	150,000	191,814	increase
60		Retainer	258,000	258,000	same as 2014
62	52,941	Automatic Legal Defense Fund (\$0.12 per mem	81,575	76,235	same rate as 2014
63		Total Arbitrations & Legal	489,575	526,049	
64					
65		FACILITIES			

	A	B	P	W	X
1	version 1.1		2014 - 12 months	2015 - 12 months	NOTES
2			Budget 2.2	Budget 1.1	
66		Rent-SJC	450,000	450,000	
67		Rent-RWC	58,000	48,000	new lease at RWC
69		Rent-Santa Cruz, Watsonville & Hollister & pa	47,000	39,900	
70		Rent-Visalia & Hanford	20,400	6,000	
71		Utilities	165,000	186,116	increase
72		Kitchen Sundries	50,000	48,260	same
73		Gen. Liab. Ins. & Property Tax	170,000	163,885	same
74		Building Maintenance/Security/Janitorial	180,000	202,571	increase HVAC & building maint.
75		Total Admin - Facilities	1,140,400	1,138,309	
76					
77		ADMINISTRATIVE - OFFICES			
78		Audit/Acct. Fees	110,000	110,000	
80		Subscriptions	4,000	2,597	
81		Office Sundries	70,000	90,524	
82		Office Equipment Leases	192,000	177,514	
83		Equipment Maintenance & Repair Contracts	70,095	59,220	
84		Contributions	3,000	5,067	
85		Research Material & Data	11,000	27,985	
86		Miscellaneous, off set by ORG		-	
87		Total Admin - Offices	460,095	472,907	
88					
89		COMMUNICATIONS			
90		Printing	42,000	28,729	
91		Paper	20,000	31,108	
92		Website/Station/communication	20,000	20,284	
93		Telephone & Internet & Tele conference	211,473	217,180	
94		Postage	60,000	112,381	rate increase in 2014
95		Professional Fees/Translations	5,000	3,372	
96		Total Communications	358,473	413,055	
97					
98		CONFERENCES/MILEAGE			
99		Staff-Misc. Conf/Seminar	3,500	3,500	
100		Exec. Board-Conferences & Training	30,000	30,000	
101		Misc. Members-Reimbursed	-		
102		Total Conferences/Mileage	33,500	33,500	
103					
104		STAFF MEETING & TRAINING			
105		Staff / Director Training	16,000	32,319	
106		Staff - representation & political & communicat	60,000	67,232	qtrly staff training
107		Clerical Staff	901	1,364	
108		Executive Staff	1,200	1,200	
109		Tuition Reim.-Internal Organizers	1,000	1,000	
110		Tuition Reim.-OPEIU	2,000	2,000	
111		Total Staff Training	81,101	105,115	
112					
113		EDUCATION & TRAINING			
114		Steward & Chief Steward & Leader Training	4,000	4,000	
115		Executive Board	500	500	
116		Education & Training Committee Meeting & Materials		-	
117		Industry Training Events	5,000	5,000	
118		Total Education & Training	9,500	9,500	
119	0				
120		POLITICAL/SOCIAL INVOLVEMENT			
121	43,305	Candidates, Issues, IE Account (\$0.25 per mem	123,657	129,915	
122		Legal & Accounting	40,000	40,000	
123		Committee Meetings	10,922	14,951	
124		Conferences	1,000	1,993	
125		Electoral Staff/ Activity	1,000	1,000	
126		Polls & Surveys	1,000	1,000	

	A	B	P	W	X
1	version 1.1		2014 - 12 months	2015 - 12 months	NOTES
2			Budget 2.2	Budget 1.1	
127		Special Printing	100	1,000	
129		Total Political/Social Involvement	177,879	189,859	
130					
131		SOCIAL & ECONOMIC JUSTICE			
132		Committee Meetings	5,000	5,000	
133		Conferences	350	350	
134		Contributions/Solidarity	4,530	4,530	
135		Caucus Activities	80,670	80,670	
136		Total Social & Economic Justice	90,550	90,550	remain the same as 2014
137					
138		MEMBER INVOLVEMENT			
139		Memorabilia/Give away Member Pride	30,000	30,000	same as 2014
140		Awards/Recognition	1,000	1,000	
141		Ex Board Reimbursement	2,000	2,000	
142		Rally Rental & Bus	20,000	40,000	IHSS, Kern & SCCO NEG Rally
143		Member Reimbursement/Lost time	2,500	5,000	
144		Transportation & Vehicle Expenses	12,000	22,081	membership drive
145		Total Member Involvement	67,500	100,081	
146					
147		NEGOTIATIONS			
148		Printing Contracts - outside vendor	50,000	50,000	SCCO printed contract
149		Meetings & Supplies	50,000	80,000	IHSS State wide, Kern & SCCO
150		Strike Preparations	40,000	60,000	IHSS State wide, Kern & SCCO
151		Automatic Strike Fund Transfer - reduction to \$	12	12	
152		Total Negotiations	140,012	190,012	
153		MEETINGS & EVENTS			
154		Executive Board Meetings	30,000	13,153	
155		Steward/Council meetings	3,002	3,077	
156		521 Party & other events	1,000	1,000	
157		2014-521 Convention/2015 INTL St. Louis	40,000	15,000	2015 INTL St Louis Convnt.-10p
158		Officer Election-2015	-	100,000	officers election
159		Industries & Members conference	25,000	10,000	
160		Miscellaneous	1,000		
161		Total Meetings & Events	100,002	142,231	
162					
163		REPRESENTATIVE DUES			
164	52,941	SEIU \$7.65 ea	5,200,378	4,859,984	no change
165	50,441	SEIU Unity Fund \$5.00ea	3,029,220	3,026,460	no change
166	820	SEIU Retirees & ChildCare \$1.00ea	8,952	9,844	no change
167	52,941	SEIU/ State Council-\$2.53ea	1,719,864	1,607,289	no change
168	600	Nurse Alliance \$1.45ea	12,180	10,440	no change
169	25,462	So Bay CLC Jun/11\$0.63,Jul/12\$0.65	174,166	198,604	no change
170	3,458	SMCO CLC \$0.60ea	24,559	24,898	no change
171	5,780	Fresno CLC \$0.45ea	32,076	31,212	no change
172	8,323	Bakersfield CLC \$0.50ea, est. increase	49,938	49,938	no change
173	6,258	Monterey & Santa Cruz LC \$0.55ea	41,032	41,303	no change
174	110	North Valley CLC	1,320	1,320	no change
175	52,941	CA Labor Fed 25% X .70ea, pd old rate \$0.47	16,452	14,929	no change
176		Building Trades-SMCO	3,600	3,600	no change
177		Total Representative Dues	10,313,738	9,879,820	
178					
179		TOTAL EXPENSES	33,005,168	33,199,825	
180					
181		TOTAL INCOME LESS TOTAL EXPENSE	(2,494,968)	(2,244,426)	
182					
183		VOLUNTARY TRANSFERS			
184		Building Funds	48,000	48,000	
185		Strike Fund	-		
186		Total Transfers	48,000	48,000	

SEIU Local 521 - 2015 General Fund Budget

APPROVED

	A	B	P	W	X
1	version 1.1		2014 - 12 months	2015 - 12 months	NOTES
2			Budget 2.2	Budget 1.1	
187		TOTAL INCOME LESS EXPENSES & TR	(2,542,968)	(2,292,426)	

SEIU Local 521 - External Org. Budget for year 2015

APPROVED

Version 1.1	Year 2015	NOTES
	12 months Budget	
Budget from SEIU Local 521	4,199,761	
Expenses		
Legal - Organizi	28,200	
Arbitration - Organizing	-	
Lost Time - Organizing / Wavers	29,072	
Salaries - Organizing (23+2)	1,819,356	all position filled
Workers Comp. Ins. - Org	63,677	all position filled
Payroll Tax Exp - Organ.	218,323	all position filled
401K Matchering	54,581	3% matching for 12 months
EMPLOYEE BENEFITS - Organizing	827,943	employer pay 100%
Pension Plan Exp - Organi.	363,871	20% for 12 months
Staff Recruiting Exp-Org.	10,000	
Vacation Liability Cash Out - Org	34,988	all position filled=1/2 pay period
Training Exp - Org.	1,379	
Mileage reimb exp - Organizing	12,473	
Vehicle Expenses	33,523	
RENT EXPENSES - Organizing	-	
Telephone Expenses - Organizing	10,001	
Utilities Expenses	-	
Office Supplies & Other Allocation	4,280	
Printing Expenses - Organizing	1,211	
Postage Expenses - Organizing	-	
PT Organizing	-	
Communication Cost Expenses	-	
Referral lead/DATA - Organizing	-	
Professional Fee Expenses	1,043	
Translation Expenses - Organ	-	
Equipment Leasing Exp - Organi	-	
Equip. Maint. & Repair -Organi	-	
Building Maint. & Repair -Organi	-	
Computer Database Services	-	
Subscriptions - Organizing	180	
Travel Expenses - ORGANIZING	231,291	
Conference - Organizing	-	
Rally / Bus Rental-Organizing	133	
Memorabilia / Give Away-Org	4,116	
Meeting - Organizing	10,909	
Donation - Organizing	1,600	
SEIU Int'l share cost	507,324	
Total Expenses	4,269,473	
Net Income	(69,711)	

THIS SHEET IS INTENTIONALLY LEFT BLANK

**Bank Balance on Saving and Investment accounts
as of May 31st , 2015**

DISCRETIONARY SAVINGS

ITEMS	GL#	ACCOUNT NAME	Bank	BALANCE as of 4/30/2015	+/- reason	BALANCE as of 5/31/2015
1	1005	CONTINGENCY FUND	Bank of The West #18986	50,088.75		50,088.75
2	1006	STRIKE FUND	Bank of The West #18978	59,752.98		61,068.98
3	1006	STRIKE FUND	Bank of The West - T- Bill Matures 7/14/2015	800,000.00		800,000.00
4	1006	STRIKE FUND	Bank of The West - T- Bill Matures 12/2/2015	700,000.00		700,000.00
5	1016	LEGAL DEFENSE FUND	Bank of The West # 28691	78,517.11	Accrued \$0.12 per month per member, Lum	84,870.11
6	1016	LEGAL DEFENSE FUND	Bank of The West - T- Bill Matures 12/2/2015	500,000.00		500,000.00
7	1017	GOOD & WELFARE FUND	Bank of The West #28758	3,382.15		3,382.15
8	1017	GOOD & WELFARE FUND	Bank of The West - T- Bill Matures 12/2/2015	65,000.00		65,000.00
9	1018	CAPITAL FUND	Bank of The West # 28667	78,199.93	Accrued \$1,000 per month	39,199.93
10	1019	BUILDING FUND	Bank of The West # 28733	65,225.33	Acc \$4k per mon,	65,225.33
11	1011	Accrued Vacation from EO to IO	Bank of The West #18820	150,330.32	Vacation bank transfer between EO and IO	150,330.32
Total reserve				\$ 2,550,496.57		\$ 2,519,165.57

POLITICAL - PAC money

12		PAC - Candidates	US Bank - Olson	105,528.15	Olson Statement Reconciled as of 5/31/2015	117,276.65
13		PAC - Issues	US Bank - Olson	21,534.74	Olson Statement Reconciled as of 5/31/2015	31,668.16
14		PAC - Independent Expenditure	US Bank - Olson	210,346.32	Olson Statement Reconciled as of 5/31/2015	210,346.32
				\$ 337,409.21		\$ 359,291.13

MANDATORY SAVINGS

15	1002	ORGANIZING FUND	Bank of The West #18895	96,704.79		90,446.71
16	1002	ORGANIZING FUND	Bank of The West - T- Bill Matures 7/14,8/25,12/2	2,700,000.00		2,700,000.00
17	1002	ORGANIZING FUND	Monterey County Employee Credit Union	203,563.20	CD with credit union, mature 8/28/2015	203,563.20
18	1002	ORGANIZING FUND Acc Vac	Bank of The West #33823	444,746.73	Accrued time off - adjust monthly to actual accrual	452,220.59
19	1003	AGENCY FEE	Bank of The West #18960	159,673.10	\$60,000 accrual monthly, paid 2014 rebate refund	219,673.10
20	1003	AGENCY FEE	Bank of The West - T- Bill Matures 9/24/2015	310,000.00		310,000.00
				\$ 3,914,687.82		\$ 3,975,903.60

Unfunded Reserve and Liabilities

21	2150-10	RETIREE BENEFIT TRUST	Unfunded Reserve	552.00	+\$1 / month	553.00
22	2150-11	CLARENCE DODGE SCHOLARS	Unfunded Reserve	29,631.04	+\$1250 / mon,	30,881.04
23	2400-00	Accrued Vacation for General Fund	Liabilities	2,230,544.54	adjust monthly to actual accrual	2,209,189.03
				\$ 2,260,727.58		\$ 2,240,623.07

THIS SHEET IS INTENTIONALLY LEFT BLANK

	A	B	C	D	E	F	G	H	I	J	K	L
	SEIU LOCAL 521											
	Income Statement - Current and YTD											
	For the Five Months Ending Sunday, May 31, 2015											
	Jan	Feb	Mar	Apr	May	Budget	Actual	Better/(Worse)	Budget	Actual	Better/(Worse)	Notes
1												
2												
3												
4												
5												
6												
7												
8	TOTAL DUES RECEIPTS	2,793,332	2,412,592	2,661,814	2,519,862	2,573,219	2,697,112	123,893	12,866,094	13,084,711	218,617	
9	OTHER INCOME											
10	Interest & Dividends	-	182	116	2,750	126	484	358	631	3,532	2,901	
11	Sublease Rent	5,806	5,479	5,479	5,479	6,272	5,479	(793)	31,358	27,722	(3,636)	
12	Misc. Income - SEIU Int'l Subsidy	19,600	-	111	7,202	-	15,147	15,147	-	42,060	42,060	INTL COPE Grant & other reimbursement
13	TOTAL OTHER INCOME	25,406	5,661	5,706	15,431	6,398	21,110	14,712	31,989	73,314	41,325	
14	TOTAL GENERAL FUND INCOME	2,818,738	2,418,253	2,667,520	2,535,293	2,579,617	2,718,222	138,605	12,898,083	13,158,025	259,942	
15												
16												
17												
18	GENERAL FUND EXPENSES											
19	ORGANIZING OFFSET	349,980	349,980	349,980	349,980	349,980	349,980	-	1,749,900	1,749,900	-	
20												
21	SALARIES											
22	Administrative	29,774	29,454	32,992	36,529	55,325	54,794	531	202,857	183,543	19,314	I COS started 3/2015
23	Admin Support	32,069	31,845	31,845	31,829	47,834	47,719	115	175,392	175,307	85	
24	Directors	83,187	82,627	79,139	75,778	144,882	120,102	24,780	531,233	440,833	90,400	Beth position fund by ext org & Robert Li SCCO position VAC
25	Internal Organizers/Research	320,083	326,751	324,382	322,130	513,735	476,142	37,593	1,883,695	1,769,488	114,207	vacant positions
26	Clerical	75,834	76,217	77,200	77,557	121,501	118,795	2,706	445,504	425,603	19,901	I vacant at temp position
27	Facilities	7,441	7,314	7,281	7,281	10,820	10,854	(34)	39,674	40,171	(497)	
28	Data Base Services	22,667	22,401	22,419	22,393	37,857	33,496	4,361	138,808	123,376	15,432	GOW position funded by Ext Org
29	Temp. Internal Organizers/Research	4,156	15,803	2,245	3,183	6,250	911	5,339	8,333	26,298	4,952	
30	Temp. Clerical/Support	2,385	4,381	3,958	4,119	1,667	1,195	472	8,333	16,038	(7,705)	temp on I vacant position
31	Vacation & Comp Time	4,410	24,030	10,001	10,602	9,980	3,463	6,517	49,898	52,506	(2,608)	actual cash out
32	TOTAL SALARIES	562,006	620,823	591,462	591,401	949,851	867,471	82,380	3,506,644	3,253,163	253,481	
33												
34	PAYROLL RELATED											
35	Pension	110,964	112,584	113,117	111,937	186,391	171,768	14,623	683,433	620,370	63,063	unfilled positions
36	Payroll Taxes	88,673	60,056	57,832	45,895	111,834	67,922	43,912	410,060	320,378	89,682	
37	Travel Staff - Admin	1,813	1,087	7,494	5,087	4,022	1,651	2,371	20,109	17,132	2,977	
38	Travel Staff - Internal Organizers	6,524	12,376	16,333	17,737	15,787	13,380	2,407	78,933	66,350	12,583	
39	Mileage/Ins. Reimb.-Admin & Director	352	352	493	506	462	661	(199)	2,312	2,364	(52)	
40	Mileage/Ins. Reimb.-Internal Organizers	10,720	14,318	13,996	18,546	13,605	17,086	(3,481)	68,024	74,666	(6,642)	
41	Telephone Reimbursement	8,044	7,041	6,426	8,635	6,421	5,475	946	32,107	35,621	(3,514)	
42	Retiree Health	9,177	9,081	8,863	9,023	12,999	8,232	4,767	47,663	44,376	3,287	
43	Retire Benefit Trust Fund	1	1	1	1	-	1	(1)	-	5	(5)	
44	Benefits (Health,Dental,Vision,Life,401K,Flex Plan)	234,431	234,052	244,240	237,911	360,665	242,826	117,839	1,322,437	1,193,460	128,977	unfilled positions
45	Workers Comp Insurance	20,028	20,028	19,629	13,544	27,959	13,544	14,415	102,515	86,773	15,742	
46	Recruiting	768	668	226	108	667	154	513	3,333	1,924	1,409	
47	TOTAL PAYROLL RELATED	491,495	471,644	488,650	468,930	740,812	542,700	198,112	2,770,926	2,463,419	307,507	
48												
49	TOTAL SALARIES & PAYROLL RELATED	1,073,501	1,092,467	1,080,112	1,060,331	1,690,663	1,410,171	280,492	6,277,570	5,716,582	560,988	
50												

	A	B	C	D	E	F	G	H	I	J	K	L
	SEIU LOCAL 521											
	Income Statement - Current and YTD											
	For the Five Months Ending Sunday, May 31, 2015											
	Jan	Feb	Mar	Apr	May	Y-T-D		Y-T-D		Notes		
	Actual	Actual	Actual	Actual	Budget	Actual	Budget	Better/(Worse)	Budget	Actual	Better/(Worse)	
51												
52	60,000	60,000	60,000	60,000	60,000	60,000	60,000	-	300,000	300,000	-	
53	1,000	1,000	1,000	1,000	1,000	1,000	1,000	-	5,000	5,000	-	
54	365	728	514	417	1,000	573	427	427	5,000	2,597	2,403	
55	300	303	295	291	389	291	98	98	1,944	1,480	464	
56	1,288	968	847	844	1,205	866	339	339	6,027	4,813	1,214	
57	1,250	1,250	1,250	1,250	1,250	1,250	-	-	6,250	6,250	-	
58	5,583	6,060	5,583	5,583	6,153	4,877	1,276	1,276	30,767	27,686	3,081	
59	69,786	70,309	69,489	69,385	70,997	68,857	2,140		354,988	347,826	7,162	
60												
61												
62	6,174	26,915	4,818	11,261	15,985	25,651	(9,666)	(9,666)	79,923	74,819	5,104	
63	21,150	21,150	21,150	21,150	21,500	21,150	350	350	107,500	105,750	1,750	
64	6,353	6,353	6,353	6,353	6,353	6,353	-	-	31,765	31,765	-	
65	33,677	54,418	32,321	38,764	43,838	53,154	(9,316)		219,188	212,334	6,854	
66												
67												
68	36,339	36,339	36,339	36,339	37,500	36,339	1,161	1,161	187,500	181,695	5,805	
69	4,304	4,304	4,304	4,304	4,000	4,304	(304)	(304)	20,000	21,520	(1,520)	
70	3,325	3,325	3,325	3,325	3,325	3,325	-	-	16,625	16,625	-	
71	550	550	550	550	500	550	(50)	(50)	2,500	2,750	(250)	
72	10,653	11,271	10,208	10,533	15,510	10,887	4,623	4,623	77,548	53,552	23,996	saving PGE by repair the HVAC more expenses than anticipated
73	3,169	5,865	3,561	4,947	4,022	4,825	(803)	(803)	20,108	22,367	(2,259)	
74	12,434	14,255	(4,332)	16,496	13,657	16,496	(2,839)	(2,839)	68,285	55,348	12,937	
75	5,911	17,670	12,310	28,882	16,881	16,144	737	737	84,405	80,919	3,486	repair HVAC at SIC
76	76,685	93,579	66,266	105,376	95,395	92,870	2,525		476,971	434,776	42,195	
77												
78												
79	17,331	1,591	1,496	11,283	10,167	21,615	(11,448)	(11,448)	50,833	53,316	(2,483)	
80	128	220	208	302	216	127	89	89	1,082	985	97	
81	10,087	7,638	7,274	7,174	7,544	6,027	1,517	1,517	37,718	38,200	(482)	more expenses than anticipated
82	12,354	14,780	16,984	14,811	14,793	8,454	6,339	6,339	73,964	67,383	6,581	
83	3,225	4,758	2,724	9,336	4,935	4,719	216	216	24,675	24,762	(87)	more expenses than anticipated
84	73	76	62	-	422	201	221	221	2,111	412	1,699	
85	199	199	199	199	2,332	199	2,133	2,133	11,660	995	10,665	see line 99, combine
86	43,397	29,262	28,947	43,105	40,409	41,342	(933)		202,043	186,053	15,990	
87												
88												
89	1,037	1,629	1,060	1,457	2,394	1,127	1,267	1,267	11,970	6,310	5,660	
90	2,243	1,205	1,768	1,873	2,592	1,573	1,019	1,019	12,962	8,662	4,300	
91	2,356	-	-	-	1,690	1,359	331	331	8,452	3,715	4,737	
92	1,977	32,912	14,924	16,768	18,098	19,881	(1,783)	(1,783)	90,492	86,462	4,030	IHSS postage and other first class mail
93	13,978	8,893	3,382	2,505	9,365	6,133	3,232	3,232	46,825	34,891	11,934	
94	125	-	-	335	281	-	281	281	1,405	460	945	
95	21,716	44,639	21,134	22,938	34,420	30,073	4,347		172,106	140,500	31,606	

	A	B	C	D	E	F	G	H	I	J	K	L
	SEIU LOCAL 521											
	Income Statement - Current and YTD											
	For the Five Months Ending Sunday, May 31, 2015											
	Jan	Feb	Mar	Apr	May	Budget	Actual	Better/(Worse)	Budget	Actual	Better/(Worse)	Notes
	Actual	Actual	Actual	Actual	Actual							
96												
97												
98	352	2,186	1,286	554	2,793	2,735	58	2,735	13,966	4,436	9,530	
99	4,635	8,050	9,570	8,713	5,603	(3,639)	9,242	(3,639)	28,013	40,210	(12,197)	townhall, robot call
100					114			114	568	-	568	
101												
102					83			83	417	-	417	
103	292				167			167	833	292	541	
104	5,279	10,236	10,856	9,267	8,760	(540)	9,300	(540)	43,797	44,938	(1,141)	
105												
106												
107	637	1,183	889	821	590	251	339	251	2,949	3,869	(920)	more activities than anticipated
108					42			42	208	-	208	
109	51	648	684	573	417	388	29	388	2,083	1,985	98	
110	688	1,831	1,573	1,394	1,049	681	368	681	5,240	5,854	(614)	
111												
112												
113	10,537	10,373	10,618	10,762	10,826	78	10,749	(10,749)	54,131	53,039	1,092	50 cents start 3/2015 motion
114			10,618	10,762			10,749			32,129	(32,129)	same as above
115												
116	1,520	1,531	1,404	834	3,333	1,983	1,350	1,983	16,667	6,639	10,028	
117	446	776	657	161	1,246	589	657	589	6,230	2,697	3,533	
118					166			166	830	-	830	
119												
120					167			167	833	-	833	
121					83			83	417	-	417	
122	12,503	12,680	23,297	22,520	15,821	(7,685)	23,504	(7,685)	79,108	94,504	(15,396)	
123												
124												
125	146	78	125	52	865	710	155	710	4,325	556	3,769	
126	200				250	(100)	350	(100)	1,250	550	700	
127	750				167	(533)	700	(533)	833	1,750	(917)	
128	6,151	7,750	6,272	7,096	6,264	(1,419)	7,683	(1,419)	31,321	34,952	(3,631)	
129	7,247	7,828	6,397	7,448	7,546	(1,342)	8,888	(1,342)	37,729	37,808	(79)	
130												
131												
132	1,489	(872)		487	2,500	(5,177)	7,677	(5,177)	12,500	8,781	3,719	
133					83			83	417	-	417	
134												
135					167			167	833	-	833	
136	40	40	25		3,333	3,333			16,667	105	16,562	
137	252		164	201	417	117	300	117	2,083	917	1,166	
138		1,550	2,446	1,722	1,840	181	1,659	181	9,200	7,377	1,823	
139	1,781	718	2,635	2,410	8,340	(1,296)	9,636	(1,296)	41,700	17,180	24,520	
140												
141												
142					4,167			4,167	20,833	-	20,833	
143												

	SEIU LOCAL 521												Notes
	A	B	C	D	E	F	G	H	I	J	K	L	
Income Statement - Current and YTD													
For the Five Months Ending Sunday, May 31, 2015													
	Jan	Feb	Mar	Apr	May	Budget	Actual	Better/(Worse)	Budget	Actual	Better/(Worse)	Y-T-D	
	Actual	Actual	Actual	Actual	Actual							Actual	
143	1,040	1,502	2,266	3,342	5,440	6,667	1,227	33,333	13,590	19,743			
144	-	-	-	-	-	5,000	5,000	25,000	-	25,000			
145	-	-	-	-	-	1	1	5	-	5			
146	1,040	1,502	2,266	3,342	5,440	15,635	10,395	79,171	13,590	65,581			
147													
148													
149	2,678	1,580	1,813	2,604	1,749	1,096	(653)	5,480	10,424	(4,944)			
150	362	264	219	113	195	-	(195)	-	1,153	(1,153)			
151	-	-	-	-	-	-	-	-	-	-			
152	-	-	-	60	-	833	833	4,167	60	4,107			
153	-	-	-	-	-	-	-	-	-	-			
154	3,040	1,844	2,032	2,777	1,944	1,929	(15)	9,647	11,637	(1,990)			
155													
156													
157	396,101	388,733	400,587	403,351	401,978	404,999	3,021	2,024,993	1,990,750	34,243			
158	247,370	241,375	250,285	250,490	249,570	252,205	2,635	1,261,025	1,239,090	21,935			
159	465	354	310	309	316	820	504	4,102	1,754	2,348			
160	129,744	127,177	131,274	132,063	131,612	133,941	2,329	669,703	651,870	17,833			
161	938	967	973	960	980	870	(110)	4,350	4,818	(468)			
162	16,221	15,411	16,322	16,500	16,363	16,550	187	82,752	80,817	1,935			
163	2,436	2,453	2,435	2,437	2,410	2,075	(335)	10,374	12,171	(1,797)			
164	2,759	2,736	2,795	2,761	2,795	2,601	(194)	13,005	13,846	(841)			
165	2,027	2,120	2,107	2,107	2,121	4,162	2,041	20,808	10,482	10,326			
166	3,400	3,496	3,441	3,510	3,531	3,442	(89)	17,210	17,378	(168)			
167	1,215	1,195	1,230	1,238	1,244	1,244	11	6,220	6,111	109			
168	-	-	-	-	-	300	300	1,500	-	1,500			
169	110	110	110	110	110	110	-	550	550	-			
170	802,786	786,127	811,869	815,836	813,019	823,319	10,300	4,116,592	4,029,637	86,955			
171													
172	2,503,106	2,557,420	2,509,174	2,554,872	2,918,546	3,208,301	289,755	13,865,750	13,043,118	822,632			
173													
174	315,632	(139,167)	158,346	(19,579)	(200,324)	(628,684)	428,360	(967,667)	114,907	1,082,574			
175													
176	4,000	4,000	4,000	4,000	4,000	4,000	-	20,000	20,000	-			
177	-	-	-	-	-	-	-	-	-	-			
178	4,000	4,000	4,000	4,000	4,000	4,000	-	20,000	20,000	-			
179	311,632	(143,167)	154,346	(23,579)	(204,324)	(632,684)	428,360	(967,667)	94,907	1,082,574			
180													

	A	B	C	D	E	F	G	H	I	J	K
	SEIU LOCAL 521										
Organizing											
Income Statement											
For the Five Months Ending Sunday, May 31, 2015											
	Jan	Feb	Mar	Apr	May	Y-T-D		Y-T-D			
	Actual	Actual	Actual	Actual	Actual	Budget	Actual	Budget	Actual	Better/(Worse)	Better/(Worse)
8	BUDGET FROM GENERAL FUND	349,980	349,980	349,980	349,980	349,980	349,980	1,749,900	1,749,900	-	-
9											
10	EXPENSES										
11	Legal - Org	2,350	2,350	2,350	2,350	2,350	2,350	11,750	11,750	-	-
12	Salaries - Organizing	80,924	84,723	91,187	92,277	209,926	138,656	769,728	487,767	281,961	281,961
13	Salaries - Org / Intern / Lost Time	-	-	-	-	2,423	-	12,113	-	12,113	12,113
14	Part Time Exp - Org	-	2,546	1,074	-	-	1,537	-	5,157	(5,157)	(5,157)
15	Workers Comp. Insurance Exp - Org	2,817	2,817	1,905	1,905	7,347	1,905	26,940	11,349	15,591	15,591
16	Payroll Tax Exp - Org	5,805	6,454	7,190	7,046	25,191	10,580	92,367	37,075	55,292	55,292
17	Employee Benefits Exp - Org	31,462	37,832	33,157	35,858	95,532	34,580	350,284	172,889	177,395	177,395
18	Pension Plan Exp - Org	15,753	16,704	17,950	18,193	41,985	27,372	153,945	95,972	57,973	57,973
19	401k Matching Exp - Org	1,760	1,953	2,044	1,968	6,298	2,963	23,092	10,688	12,404	12,404
20	Staff Recruiting Exp - Org	-	-	-	201	833	-	4,167	201	3,966	3,966
21	Vacation / Comp Time Exp - Org	-	-	2,971	-	4,037	-	14,803	2,971	11,832	11,832
22	Training Exp - Org	-	-	317	-	115	1,382	575	1,699	(1,124)	(1,124)
23	Mileage Reimbursement Exp - Org	50	1,781	1,421	1,795	1,039	3,258	5,197	8,305	(3,108)	(3,108)
24	Vehicle Exp - Org	800	2,549	2,767	4,207	2,794	4,129	13,968	14,452	(484)	(484)
25	Telephone Exp - Org	1,275	3,816	2,982	2,797	833	6,268	4,167	17,138	(12,971)	(12,971)
26	Utilities Exp - Org	452	310	314	322	-	352	-	1,750	(1,750)	(1,750)
27	Equipment Leasing Exp - Org	434	486	486	486	-	152	-	2,044	(2,044)	(2,044)
28	Equipment Maintenance & Repair Exp - Org	646	-	113	-	-	-	-	759	(759)	(759)
29	Building Maintenance & Repair Exp - Org	1,381	1,455	1,657	1,445	-	1,293	-	7,231	(7,231)	(7,231)
30	Office Supplies Exp - Org	354	496	1,033	288	357	786	1,783	2,957	(1,174)	(1,174)
31	Lunchroom Supplies Exp - Org	171	87	54	791	-	833	-	1,936	(1,936)	(1,936)
32	Paper Exp - Org	-	-	702	-	-	-	-	702	(702)	(702)
33	Printing Exp - Org	-	-	360	-	101	448	505	808	(303)	(303)
34	Postage Exp - Org	16,513	-	12	-	-	-	-	16,525	(16,525)	(16,525)
35	Communication Cost Exp - Org	5,000	-	-	3,000	-	-	-	8,000	(8,000)	(8,000)
36	Professional Fee Exp - Org	-	-	-	-	87	-	435	-	435	435
37	Subscriptions Exp - Org	21	21	21	156	15	21	75	240	(165)	(165)
38	Travel Exp - Org	28,504	19,540	24,237	33,145	19,274	29,399	96,371	134,825	(38,454)	(38,454)
39	Rally / Bus Rental Exp - Org	-	-	-	1,389	11	675	55	2,064	(2,009)	(2,009)
40	Memorabilia / Give Away Exp - Org	907	3,622	-	-	343	-	1,715	4,529	(2,814)	(2,814)
41	Meeting Exp - Org	68	242	711	1,680	909	556	4,545	3,257	1,288	1,288
42	Donation Exp - Org	-	-	5,000	-	133	-	667	5,000	(4,333)	(4,333)
43	SEIU Int'l Share Cost	-	-	1,507,324	-	42,277	-	211,385	1,507,324	(1,295,939)	(1,295,939)
44	TOTAL ORGANIZING EXPENSES	197,447	189,784	1,709,339	211,299	464,210	269,495	1,800,632	2,577,364	(776,732)	(776,732)
45											
46	NET INCOME	152,533	160,196	(1,359,359)	138,681	(114,230)	80,485	(50,732)	(827,464)	(776,732)	(776,732)

THIS SHEET IS INTENTIONALLY LEFT BLANK

	A	B	C	D	E	F	G	H	I	J	R
1	REGION 1										
2	County Office	B	C			Jan-15	Feb-15	Mar-15	Apr-15	May-15	AVERAGE
3	SCC	SJC	12	M	Achievekids	97	92	92	94	95	94
4	SCC	SJC	12	A	Achievekids - Agency	1	2	1	1	-	1
5	SCC	SJC	12	M	American Red Cross Blood Services Northern California Region	47	-	43	41	45	35
6	SCC	SJC	12	A	American Red Cross Blood Services Northern California Region - Agency	1	-	1	2	-	1
7	SCC	SJC	12	M	Campbell Union High School District	63	62	63	-	62	50
8	SCC	SJC	12	A	Campbell Union High School District - Agency	2	2	3	-	2	2
9	SCC	RWC	26	M	City of East Palo Alto	23	28	28	28	28	27
10	SCC	RWC	26	A	City of East Palo Alto - Agency	11	6	6	6	6	7
11	SMC	RWC	26	M	City of Menlo Park	86	84	85	87	87	86
12	SMC	RWC	26	A	City of Menlo Park - Agency	204	194	207	200	199	201
13	SCC	RWC	26	M	City of Mountain View	106	113	114	114	114	112
14	SCC	RWC	26	A	City of Mountain View - Agency	52	47	43	43	42	45
15	SCC	RWC	26	M	City of Palo Alto	384	382	380	380	378	381
16	SCC	RWC	26	A	City of Palo Alto - Agency	270	271	288	288	274	278
17	SMC	RWC	26	M	City of Redwood City	216	214	212	218	216	215
18	SMC	RWC	26	A	City of Redwood City - Agency	18	20	19	14	17	18
19	SMC	RWC	26	M	City of San Mateo	115	111	111	116	116	114
20	SMC	RWC	26	A	City of San Mateo - Agency	68	67	67	66	68	67
21	SCC	RWC	26	M	City of Sunnyvale	35	33	33	32	32	33
22	SCC	RWC	26	A	City of Sunnyvale - Agency	8	8	9	12	12	10
23	SCC	SJC	26	M	Community Solutions	146	146	148	153	147	148
24	SMC	RWC	26	M	County - San Mateo	884	832	829	832	849	845
25	SMC	RWC	26	A	County - San Mateo - Agency	669	672	666	670	662	668
26	SCC	SJC	26	M	County - Santa Clara	8,272	8,102	8,176	8,251	8,318	8,224
27	SCC	SJC	26	A	County - Santa Clara - Agency	1,028	1,070	1,063	994	947	1,020
28	SMC	RWC	26	M	Court - San Mateo County	128	127	127	123	120	125
29	SMC	RWC	26	A	Court - San Mateo County - Agency	46	48	47	48	50	48
30	SCC	SJC	26	M	Court - Santa Clara County	508	497	493	487	487	494
31	SCC	SJC	26	A	Court - Santa Clara County - Agency	7	5	5	5	5	5
32	SCC	SJC	12	M	Cupertino Union School District	174	177	177	180	181	178
33	SCC	SJC	12	A	Cupertino Union School District - Agency	17	15	16	15	14	15
34	SCC	SJC	26	M	Gardner Family Care Corporation	127	132	127	132	130	130
35	SCC	SJC	26	A	Gardner Family Care Corporation - Agency	14	13	13	14	14	14
36	SCC	SJC	24	M	Hope Services	77	80	81	86	85	82
37	SCC	SJC	24	A	Hope Services - Agency	83	80	79	77	77	79
38	SCC	SJC	26	M	Housing Authority of the County of Santa Clara	50	49	49	48	48	49
39	SCC	SJC	26	A	Housing Authority of the County of Santa Clara - Agency	12	12	12	12	12	12
40	SCC	SJC	26	M	Humane Society of Silicon Valley	17	15	-	15	-	9
41	SCC	SJC	26	A	Humane Society of Silicon Valley - Agency	11	10	-	12	-	7
42	SCC	SJC	24	M	Law Foundation of Silicon Valley	51	52	52	51	51	51
43	SCC	SJC	24	A	Law Foundation of Silicon Valley - Agency	2	3	4	5	7	4
44	SCC	SJC	24	M	MACSA, Inc	-	-	-	-	-	-
45	SCC	SJC	26	M	Momentum for Mental Health	258	249	252	256	254	254
46	SCC	SJC	26	A	Momentum for Mental Health - Agency	8	8	9	6	6	7
47	SCC	SJC	12	M	Morgan Hill Unified School District	-	-	303	308	296	181
48	SCC	SJC	12	A	Morgan Hill Unified School District - Agency	-	-	7	8	7	4
49	SCC	SJC	12	M	Orchard School District	24	24	-	27	27	20
50	SCC	SJC	12	A	Orchard School District - Agency	2	2	-	2	-	1
51	SMC	RWC	12	M	Peninsula Jewish Community Center	57	-	56	56	-	34
52	SCC	SJC	26	M	Rebekah Children's Services	79	80	79	77	72	77
53	SCC	SJC	12	M	San Andreas Regional Center	209	208	213	216	218	213
54	SCC	SJC	12	A	San Andreas Regional Center - Agency	8	11	9	9	9	9
55	SCC	SJC	12	M	Santa Clara COE	765	-	773	759	756	611
56	SCC	SJC	12	A	Santa Clara COE - Agency	524	-	564	539	541	434
57	SCC	SJC	26	M	Santa Clara Valley Transportation Authority	243	247	248	250	250	248
58	SCC	SJC	26	A	Santa Clara Valley Transportation Authority - Agency	6	4	4	5	6	5
59	SCC	SJC	24	M	Starlight Community Services	52	53	63	73	68	62
60	REGION 2										
61	SBC	SNS	24	M	Chamberlain's Children Center	43	40	40	-	-	25
62	MRY	SNS	26	M	CHISPA Housing Management Inc	29	30	30	29	-	24
63	MRY	SNS	26	M	City of Greenfield	14	14	13	13	13	13
64	MRY	SNS	26	A	City of Greenfield - Agency	-	-	-	-	-	-
65	SBC	SNS	26	M	City of Hollister	30	32	30	29	30	30
66	SBC	SNS	26	A	City of Hollister - Agency	5	5	5	5	5	5
67	MRY	SNS	26	M	City of King City	9	8	8	9	10	9
68	MRY	SNS	26	A	City of King City - Agency	2	2	2	2	2	2
69	MRY	SNS	12	M	City of Salinas	85	86	85	96	100	90
70	MRY	SNS	12	A	City of Salinas - Agency	103	100	98	87	79	93
71	SCR	SCR	26	M	City of Santa Cruz	471	452	479	481	501	477
72	SCR	SCR	26	A	City of Santa Cruz - Agency	177	186	175	188	168	179

	A	B	C	D	E	F	G	H	I	J	R
2	County	Office	B	C		Jan-15	Feb-15	Mar-15	Apr-15	May-15	AVERAGE
73	SCR	SCR	12	M	City of Scotts Valley	22	22	22	22	22	22
74	SCR	SCR	12	A	City of Scotts Valley - Agency	-	-	-	-	-	-
75	MRY	SNS	26	M	City of Soledad	25	25	25	25	25	25
76	MRY	SNS	26	A	City of Soledad - Agency	-	-	-	-	-	-
77	SCR	SCR	24	M	City of Watsonville	50	48	49	48	50	49
78	SCR	SCR	24	A	City of Watsonville - Agency	3	4	3	3	3	3
79	SCR	SCR	12	M	Community Bridges	102	102	97	105	96	100
80	SCR	SCR	12	A	Community Bridges - Agency	10	10	15	2	13	10
81	MRY	SNS	12	M	County - Monterey	2,077	2,098	2,096	2,079	2,090	2,088
82	MRY	SNS	12	A	County - Monterey - Agency	756	748	746	754	781	757
83	SBC	SNS	26	M	County - San Benito	118	113	113	115	116	115
84	SBC	SNS	26	A	County - San Benito - Agency	101	97	105	105	108	103
85	SCR	SCR	26	M	County - Santa Cruz	1,454	1,419	1,426	1,423	1,462	1,437
86	SCR	SCR	26	A	County - Santa Cruz - Agency	107	108	103	101	105	105
87	MRY	SNS	12	M	Court - Monterey County	84	84	-	84	85	67
88	MRY	SNS	12	A	Court - Monterey County - Agency	38	37	-	34	36	29
89	SBC	SNS	26	M	Court - San Benito County	11	11	10	10	10	10
90	SBC	SNS	26	A	Court - San Benito County - Agency	10	10	11	11	11	11
91	SCR	SCR	26	M	Court - Santa Cruz County	91	90	88	88	88	89
92	SCR	SCR	26	A	Court - Santa Cruz County - Agency	-	-	-	-	-	-
93	SCR	SCR	12	M	Encompass CS	79	77	77	80	81	79
94	SCR	SCR	12	A	Encompass CS - Agency	15	15	16	16	16	16
95	MRY	SNS	12	M	Housing Authority of the County of Monterey	55	56	55	58	57	56
96	MRY	SNS	12	A	Housing Authority of the County of Monterey - Agency	3	3	3	3	3	3
97	MRY	SNS	26	M	MAOF	104	102	104	105	105	104
98	MRY	SNS	26	A	MAOF - Agency	5	5	5	6	4	5
99	SCR	SCR	12	M	Monarch Services	22	21	19	19	20	20
100	MRY	SNS	26	M	Monterey Bay Unified Air Pollution Control District	24	24	24	23	23	24
101	MRY	SNS	26	A	Monterey Bay Unified Air Pollution Control District - Agency	-	-	-	-	-	-
102	MRY	SNS	12	M	MV Public Transportation	5	4	17	17	16	12
103	SCR	SCR	26	M	Salud Para la Gente Inc	139	141	138	142	143	141
104	SBC	SNS	26	M	San Benito County Water District	10	10	10	10	10	10
105	SBC	SNS	26	A	San Benito County Water District - Agency	1	1	1	1	1	1
106	SCR	SCR	12	M	San Lorenzo Valley Unified School District	-	99	98	98	98	79
107	SCR	SCR	12	A	San Lorenzo Valley Unified School District - Agency	-	5	8	9	8	6
108	SCR	SCR	26	M	Santa Cruz County Regional Transportation Commission	11	11	11	11	12	11
109	SCR	SCR	26	A	Santa Cruz County Regional Transportation Commission - Agency	-	-	-	-	-	-
110	SCR	SCR	26	M	Santa Cruz Metro	96	94	95	94	94	95
111	SCR	SCR	26	A	Santa Cruz Metro - Agency	1	1	1	1	1	1
112	SCC	SCR	12	M	Soquel Creek Water District	12	14	14	14	13	13
113	SCR	SCR	26	M	YWCA of Watsonville	12	11	11	11	11	11
114	REGION 3										
115	MAR	FAT	12	M	County - Mariposa	137	139	148	151	148	145
116	MAR	FAT	12	A	County - Mariposa - Agency	81	81	75	76	76	78
117	STA	FAT	26	M	County - Stanislaus	474	482	484	492	486	484
118	STA	FAT	26	A	County - Stanislaus - Agency	50	50	50	53	54	51
119	TUO	FAT	24	M	County - Tuolumne	19	19	18	18	20	19
120	MAR	FAT	12	M	Court - Mariposa County	8	8	8	8	7	8
121	MAR	FAT	12	A	Court - Mariposa County - Agency	-	-	-	-	-	-
122	MER	FAT	26	M	Golden Valley Health Center	461	476	483	494	491	481
123	MER	FAT	26	A	Golden Valley Health Center - Agency	15	15	15	12	8	13
124	STA	FAT	12	M	Salida Union School District - Headstart	31	31	30	30	30	30
125	STA	FAT	12	A	Salida Union School District - Headstart - Agency	3	3	3	3	3	3
126	REGION 4										
127	FAT	FAT	24	M	Central California Legal Services	43	42	42	39	38	41
128	FAT	FAT	26	M	City of Coalinga	20	20	19	19	20	20
129	FAT	FAT	26	A	City of Coalinga - Agency	8	8	8	8	8	8
130	MAD	FAT	26	M	Community Action Partnership of Madera	71	70	71	39	77	66
131	MAD	FAT	26	A	Community Action Partnership of Madera - Agency	49	43	43	17	49	40
132	FAT	FAT	26	M	County - Fresno	2,719	2,759	2,772	2,746	2,751	2,749
133	FAT	FAT	26	A	County - Fresno - Agency	1,207	1,199	1,221	1,219	1,226	1,214
134	MAD	FAT	12	M	County - Madera COMPA	55	68	69	68	69	66
135	MAD	FAT	12	M	County - Madera SEMC	19	20	20	19	18	19
136	FAT	FAT	26	M	Court - Fresno County	224	217	215	214	210	216
137	FAT	FAT	26	A	Court - Fresno County - Agency	34	32	32	32	32	32
138	FAT	FAT	12	M	Dental Source	3	3	3	3	3	3
139	FAT	FAT	12	M	FASTA	321	289	331	349	364	331
140	FAT	FAT	12	A	FASTA - Agency	425	337	390	391	375	384
141	FAT	FAT	26	M	First Student	204	200	200	198	195	199
142	FAT	FAT	24	M	Fresno Housing Authority	91	89	89	90	88	89
143	FAT	FAT	24	A	Fresno Housing Authority - Agency	26	28	29	28	27	28

	A	B	C	D	E	F	G	H	I	J	R
2	County	Office	B	C		Jan-15	Feb-15	Mar-15	Apr-15	May-15	AVERAGE
144	FAT	FAT	12	M	Fresno Unified School District	476	481	482	479	482	480
145	FAT	FAT	12	A	Fresno Unified School District - Agency	87	116	118	119	122	112
146	FAT	FAT	12	M	Riverdale Unified School District	51	50	50	51	51	51
147	FAT	FAT	12	A	Riverdale Unified School District - Agency	8	8	8	8	8	8
148	REGION 5										
149	KER	BFL	26	M	Bear Valley Community Services District	22	19	21	21	21	21
150	KER	BFL	26	A	Bear Valley Community Services District - Agency	2	3	1	1	1	2
151	KER	BFL	26	M	City of Arvin	19	20	20	21	21	20
152	KER	BFL	26	A	City of Arvin - Agency	2	2	2	1	1	2
153	KER	BFL	26	M	City of Bakersfield	509	501	501	500	501	502
154	KER	BFL	26	A	City of Bakersfield - Agency	241	259	262	261	259	256
155	KIN	HJO	26	M	City of Hanford	105	105	103	103	103	104
156	KIN	HJO	26	A	City of Hanford - Agency	28	30	30	30	30	30
157	TUL	VIS	26	M	City of Lindsay	7	7	7	7	7	7
158	KER	BFL	26	M	City of Shafter	13	13	13	12	12	13
159	KER	BFL	26	M	City of Taft	13	12	12	12	12	12
160	KER	BFL	26	M	City of Wasco	38	39	34	33	31	35
161	KER	BFL	26	A	City of Wasco - Agency	9	9	12	12	12	11
162	KER	BFL	26	M	Community Action Partnership of Kern	250	261	251	247	245	251
163	KER	BFL	26	A	Community Action Partnership of Kern - Agency	39	40	39	39	39	39
164	KER	BFL	26	M	County - Kern	2,812	2,814	2,839	2,901	3,016	2,876
165	KER	BFL	26	A	County - Kern - Agency	2,111	2,143	2,103	2,046	2,027	2,086
166	KIN	HJO	26	M	County - Kings	23	23	23	23	23	23
167	TUL	VIS	26	M	County - Tulare	826	886	876	860	854	860
168	TUL	VIS	26	A	County - Tulare - Agency	603	630	627	626	624	622
169	KER	BFL	26	M	Court - Kern County	249	271	269	269	268	265
170	KER	BFL	26	A	Court - Kern County - Agency	115	98	99	104	104	104
171	KIN	HJO	26	M	Court - Kings County	48	48	50	50	51	49
172	KIN	HJO	26	A	Court - Kings County - Agency	5	6	3	3	3	4
173	TUL	VIS	26	M	Court - Tulare County	157	156	157	154	155	156
174	TUL	VIS	26	A	Court - Tulare County - Agency	12	16	16	16	16	15
175	KER	BFL	12	M	Edison Elementary School District	16	18	18	19	19	18
176	KER	BFL	26	M	Kern County Water Agency	24	24	24	24	25	24
177	KER	BFL	26	A	Kern County Water Agency - Agency	25	26	26	26	25	26
178	KER	BFL	26	M	Kern Regional Center	132	135	135	133	129	133
179	KER	BFL	26	A	Kern Regional Center - Agency	9	9	9	10	10	9
180	KIN	HJO	26	M	Kings Community Action Organization	13	13	11	11	12	12
181	TUL	VIS	24	M	Lindsay-Strathmore Irrigation District	2	2	2	2	2	2
182	KER	BFL	26	M	North Kern Cemetery District	3	-	-	4	-	1
183	KER	BFL	26	M	Public Cemetery District #1	3	3	3	3	3	3
184	KER	BFL	26	A	Public Cemetery District #1 - Agency	-	-	-	-	-	-
185	KER	BFL	12	M	Standard School District	43	43	41	41	41	42
186	SBA	VIS	12	M	Student Transportation of America	31	31	-	31	-	19
187	KER	BFL	12	M	Taft Union High School District	25	24	24	24	24	24
188	REGION 6										
189	SMC	RWC	12	M	Homebridge	23	22	35	38	42	32
190	SMC	RWC	12	A	Homebridge - Agency	13	17	10	7	9	11
191	SMC	RWC	12	M	IHSS San Mateo	2,390	2,342	2,310	2,312	2,262	2,323
192	SCC	SJC	12	M	IHSS Santa Clara	10,832	10,688	10,406	10,725	10,600	10,650
193	SCC	SJC	26	M	Institute on Aging/Older Adults Care Management	151	161	151	165	171	160
194	SCC	RWC	12	M	Pathways Continuous Care	62	56	58	55	-	46
195	SCC	RWC	12	A	Pathways Continuous Care - Agency	71	60	58	51	-	48
196	REGION OTHER										
197	SCC	SJC	12	M	Child Care Providers United California	485	438	484	464	437	462
198	SCC	SJC	26	M	Local 521 Staff & Officers	33	32	31	30	30	31
199	SCC	SJC	12	M	Retired Members Chapter (521)	660	354	310	309	316	390
200											
201					Total Members	44,023	42,551	43,444	43,938	43,892	43,570
202					Total Agency Fee Payers	9,687	9,175	9,728	9,580	9,469	9,528
204					Total Count	53,710	51,726	53,172	53,518	53,361	53,097

THIS SHEET IS INTENTIONALLY LEFT BLANK

From: Mary Kay Henry <marykay.henry@seiu.org>
Date: June 30, 2015 at 7:27:26 AM PDT
To: Mary Kay Henry <MaryKay.Henry@seiu.org>
Subject: [IEB] SCOTUS grants cert in Friedrichs Case
Reply-To: "tonka.bradley@seiu.org" <tonka.bradley@seiu.org>

Dear International Executive Board:

This morning the Supreme Court announced that it is granting certiorari and will hear the appeal of Friedrichs v. California Teachers Association, the case challenging fair share fees for teachers and other public employees.

This means the parties to this case, and other interested parties, will submit briefs to the Court over the summer and early fall. The Court will hear oral arguments sometime between October 2015 and early 2016. We expect a decision between early 2016 and, at the very latest, the end of June 2016.

Below please find the joint statement we issued shortly after today's announcement.

We will continue to work closely with our partner unions on the legal and communications strategy for this important case -- and continue to fight to make sure no court case stands in the way of working people uniting for a better future for themselves and generations to come.

In unity,

Mary Kay Henry

Joint Statement

Lawsuit seeks to curtail freedom of firefighters, teachers, nurses, first responders to stick together and advocate for better public services, better communities

Public service workers on grant of writ of certiorari in *Friedrichs v. CTA*: Case jeopardizes American promise that hard work leads families to a decent life

For Immediate Release

NEA: Staci Maiers, [202-270-5333](tel:202-270-5333)

AFT: Kate Childs Graham, [202-393-6354](tel:202-393-6354)

CTA: Frank Wells, [562-708-5425](tel:562-708-5425)

AFSCME: Marianne von Nordeck, [202-429-4309](tel:202-429-4309)

SEIU: Beau Boughamer, [202-730-7158](tel:202-730-7158)

WASHINGTON—NEA President Lily Eskelsen García, AFT President Randi Weingarten, CTA President Eric C. Heins, AFSCME President Lee Saunders and SEIU International President Mary Kay Henry issued the following joint statement today in response to U.S. Supreme Court granting cert to *Friedrichs v. California Teachers Association*:

"We are disappointed that at a time when big corporations and the wealthy few are rewriting the rules in their favor, knocking American families and our entire economy off-balance, the

Supreme Court has chosen to take a case that threatens the fundamental promise of America—that if you work hard and play by the rules you should be able to provide for your family and live a decent life.

“The Supreme Court is revisiting decisions that have made it possible for people to stick together for a voice at work and in their communities—decisions that have stood for more than 35 years—and that have allowed people to work together for better public services and vibrant communities.

“When people come together in a union, they can help make sure that our communities have jobs that support our families. It means teachers can stand up for their students. First responders can push for critical equipment to protect us. And social workers can advocate effectively for children’s safety.

“America can’t build a strong future if people can’t come together to improve their work and their families’ futures. Moms and dads across the country have been standing up in the thousands to call for higher wages and unions. We hope the Supreme Court heeds their voices.”

And public servants are speaking out, too, about how *Friedrichs v. CTA* would undermine their ability to provide vital services the public depends on. In their own words:

“As a school campus monitor, my job is to be on the front lines to make sure our students are safe. Both parents and students count on me—it’s a responsibility that I take very seriously. It’s important for me to have the right to voice concerns over anything that might impede the safety of my students, and jeopardizing my ability to speak up for them is a risk for everyone.”—Carol Peek, a school campus security guard from Ventura, Calif.

“I love my students, and I want them to have everything they need to get a high-quality public education. When educators come together, we can speak with the district about class size, about adequate staffing, about the need for counselors, nurses, media specialists and librarians in schools. And we can advocate for better practices that serve our kids. With that collective voice, we can have conversations with the district that we probably wouldn’t be able to have otherwise—and do it while engaging our communities, our parents and our students.” — Kimberly Colbert, a classroom teacher from St. Paul, Minn.

“As a mental health worker, my colleagues and I see clients who are getting younger and more physical. Every day we do our best work to serve them and keep them safe, but the risk of injury and attack is a sad, scary reality of the job. But if my coworkers and I come together and have a collective voice on the job, we can advocate for better patient care, better training and equipment, and safe staffing levels. This is about all of us. We all deserve safety and dignity on the job, because we work incredibly hard every day and it’s certainly not glamorous.” —Kelly Druskis-Abreu, a mental health worker from Worcester, Mass.

“Our number one job is to protect at-risk children. Working together, front-line social workers and investigators have raised standards and improved policies that keep kids safe from abuse and neglect. I can’t understand why the Supreme Court would consider a case that could make it harder for us to advocate for the children and families we serve—this work is just too important.”—Ethel Everett, a child protection worker from Springfield, Mass.

SEIU Local 521 Budget & Finance Committee Motion

Item Number: 03

Date: July 15, 2015

Motion Title: Consultant Staff Support to the SEIU California Developmental Disabilities Council – to \$5,000

Recommended By: Catherine Balbus, Chief of Staff and Organizing Director; and Catherine McCoy, SEIU local 521 Chapter President of San Andreas Regional Center, and Co-Chair of SEIU Developmental Disabilities Council.

Background: SEIU California Developmental Disabilities Council represents over 4,000 organized workers in the Developmental Disabilities industry, including members from 10 Unionized Regional Centers, and 6 Vendor Agencies (within SEIU Locals 1021, 721, and 521). SEIU 521 chapters participating in this council include San Andreas Regional Center, Kern Regional Center, & HOPE Support Services.

SEIU Local 1021, in conjunction with SEIU 721, has had a contract with Dave Mulvey in 2014 and 2015 for labor and expenses up to \$5,000 to perform the tasks listed below. It is asked that SEIU Local 521 agree to join with SEIU Locals 1021 and 721 in paying a portion of the cost for Mr. Mulvey's services for the year 2016.

- Attend, staff, prepare materials and speakers for four face-to-face Council meetings, the annual DD lobby day, and eight monthly conference calls
- Coordinate with DD Council Executive Board and other DD member leaders, SEIU State Council, local union organizing staff, and others to further the business of the Council
- Maintain a centralized resource for SEIU DD collective bargaining agreements and comparison of terms and compensation between the chapters.
- Be the liaison to Public Division and local union organizing staff for involvement of DD members in DD organizing campaigns. (However, his personal participation on organizing efforts is not within the scope of this contract)

The labor is \$50 per hour and the expenses include photo copying, cell phone usage, mileage, travel, and other similar items, provided receipts are included and are consistent with SEIU expense reimbursement policies.

Motion:

To agree to extend the contract between Local 521 and Dave Mulvey for calendar year 2016 to continue to provide consultant staff support to the committee as outlined in his contract. The contract will provide for labor and expenses not to exceed \$5,000 and be paid from the Organizing Budget.

Follow Up:

LB:kns SEIU 521 CTW/CLC

Moved by: _____ Second : _____

Amendment: _____

Amended By: _____

Votes in Favor: _____ Votes Opposed: _____ Abstentions: _____

Motion: Carries Fails: Tabled Until: Date: _____

Signatures



California SEIU Developmental Disabilities Council

Representing SEIU members
from:

SEIU Local 1021

The Arc of San Francisco
The Arc of Alameda County
The Arc of Amador & Calaveras
East Bay Innovations
DDSO
California Autism Foundation
Mission Hope
Alta Regional Center
Far Northern Regional Center
North Bay Regional Center
Regional Center of the East Bay
Valley Mountain Regional Center

SEIU Local 521

San Andreas Regional Center
Hope Rehabilitation Services
Kern Regional Center

SEIU Local 721

Tri-Counties Regional Center
North L.A. County Regional Center
Harbor Regional Center
ResCare

2016 Request for Local Budget Support

Contract staff support by David Mulvey - \$5000.

We propose awarding an annual contract to Dave Mulvey on a time and materials basis, not to exceed \$5,000 (Local 521's portion), total for labor and expenses. Labor to be reimbursed at \$50/hour documented travel and other expenses.

Mr. Mulvey will continue to:

- Attend, staff, prepare materials and speakers for four face to face Council meetings, the annual DD lobby day, and 8 monthly conference calls.
- Coordinate with Council Executive Board, other DD member leaders, SEIU State Council, local union organizing staff, and others to further the business of the Council.
- Maintain a centralized resource for SEIU DD collective bargaining agreements and comparison of terms and compensation between the chapters.
- Be the liaison to Public Division and local union organizing staff for involvement of DD members in DD organizing campaigns. (However, his personal participation in organizing efforts is not within the scope of this contract)

Support for Lanterman Coalition communications support - \$1,250

The Lanterman coalition has been engaging in a unified campaign to support funding for services provided by our members and others. This year the coalition has engaged Grayling Communications to provide communications support for our campaign. With their support we have greatly improved our ability to leverage social and traditional media to get our message out. Member organizations are being asked to contribute \$5000. Local 521's 25% portion of that would be \$1250 to be paid to ARC CA for the Lanterman Coalition communications fund. See attached proposal from Grayling Communications

THIS SHEET IS INTENTIONALLY LEFT BLANK

SEIU Local 521 Budget & Finance Committee Motion

Item Number: 04

Date: July 15, 2015

Motion Title: Lanterman Coalition Communications Support - \$1,250

Recommended By: Catherine Balbus, Chief of Staff and Organizing Director; and Catherine McCoy, SEIU local 521 Chapter President of San Andreas Regional Center, and Co-Chair of SEIU Developmental Disabilities Council.

Background: The Lanterman Coalition has been engaging in a unified campaign to support funding for services provided by our members (California SEIU Developmental Disabilities Council) and others. This year the coalition has engaged Grayling Communications to provide communications support for our campaign. With their support we have greatly improved our ability to leverage social and traditional media to get our message out. Member organizations are being asked to contribute \$5,000. Local 521's 25% portion of that would be \$1,250 to be paid to ARC CA for the Lanterman Coalition communications fund. Please see attached proposal from Grayling Communications.

Motion:

To agree to support the California SEIU Developmental Disabilities Council by supporting the Lanterman Coalition communications fund to help get their message out over social and traditional media; \$1,250 to be paid to ARC CA from the Organizing Budget.

Follow Up:

Moved by: _____ Second : _____

Amendment: _____

Amended By: _____

Votes in Favor: _____ Votes Opposed: _____ Abstentions: _____

Motion: Carries Fails: Tabled Until: Date: _____

Signatures

LB:kns SEIU 521 CTW/CLC



TO: Tony Anderson

FROM: Grayling Communications

RE: *Updated* - Lanterman Coalition 2015

A thoroughly integrated and carefully targeted communications campaign will be an essential element to the Lanterman Coalition's 2015 effort to increase funding rates by 10%. Creating and maintaining a sustained media presence will be a crucial tool to help educate lawmakers and shift opinion in support of the Coalition's objectives.

We understand the coalition has limited time and resources. We make the following recommendations based upon the assumption that the Coalition can raise a \$25,000 budget by February 1st. This proposed program is built to be a "stand alone" foundation - but could be enhanced if additional funding is secured for a more robust traditional media outreach campaign.

BRIEF DRAFT OUTLINE

Social media will be crucial to this effort, so it must be executed exceptionally well. For this project, we would engage our public policy social media expert to help craft the tagline and initial social media visuals needed to capture attention - helping fuel those messages that will best resonate with the targeted legislative audience.

Some of the services would include:

- Messaging development
- Campaign slogan development
- Initial Creative Designs for social media visuals
- Social media mapping of existing Coalition member platforms
- Social media plan development for Coalition and its members
- Carefully targeted digital ad buys (about \$1,000 = \$1,500 a month out of this budget) to strategically target legislative audiences
- Outline strategy/tactics Lanterman can use to implement grassroots public relations in targeted districts
- Conduct initial outreach to select Capitol Reporters
- Assist with collateral materials to ensure they are designed to resonate with key audience

With additional resources, Grayling could provide more robust traditional public relations efforts that would include strategically timed news conferences and press releases.

We are eager to discuss further and would be happy to provide a more detailed proposal when the final scope of work and budget have been determined.

SEIU Local 521 Budget & Finance Committee Motion

Item Number: 05

Date: July 15, 2015

Motion Title: 2016 General Fund Budget – SEJ Line Items

Recommended By: Luisa Blue, Chief Elected Officer.

Background: It is already time to begin thinking about the 2016 General Fund Budget. With the shadow of the reversal of Abood a strong potential outcome of the Supreme Court hearing in the spring of next year and with the knowledge that our largest Chapter, our Homecare Chapter (made up of Santa Clara IHSS and San Mateo IHSS) will be leaving us in the very near future for their own Statewide Local, it is time again to look very closely at some of our budget line item expenses. Unfortunately, there are very few line items that have not already been slashed to the bone.

If we wish to consider decreasing the SEJ line items, we need to do it now so that the SEJ Committee and Caucuses can prepare their budgets in a timely manner for approval.

Motion:

To decrease the SEJ overall budget to \$1.00 per SEIU Local 521 member and to ask the SEJ Committee and Caucuses to prepare their budgets to meet this decrease in the manner outlined in the SEJ Guidelines and the Policy – Development, Implementation and Expenditure of the 521 Budget.

Follow Up:

Moved by: _____ Second : _____

Amendment: _____

Amended By: _____

Votes in Favor: _____ Votes Opposed: _____ Abstentions: _____

Motion: Carries Fails: Tabled Until: Date: _____

Signatures

LB:kns SEIU 521 CTW/CLC

THIS SHEET IS INTENTIONALLY LEFT BLANK

SEIU Local 521 Budget and Finance Committee Motion

Item Number: 01

Date: July 15, 2015

Motion Title: Consent Agenda for Financial Statements

Recommended By: RoseAnn Dominguez, SEIU Local 521 Treasurer

The Following Reports have been placed on the CONSENT AGENDA for approval/confirmation without discussion. If you wish discussion, pull the report from the CONSENT AGENDA:

NO Motion is required to remove a report from the Report Consent Agenda.

May 2015 Financials

- 2015 Approved General Fund and Organizing Budgets - (page - 21-26)
- Bank Balances - (DOCUMENT 1) - (page - 27-28)
- Income Statement - (DOCUMENT 2) - (pages - 29-32)
- Organizing Income Statement - (DOCUMENT 3) - (pages - 33-34)
- Dues Receipts - (DOCUMENT 4) - (pages - 35-38)
- Per Capita Report - (DOCUMENT 5) - (pages - 39-42)

***Motion:** To approve/confirm as presented **ALL Reports** on the Consent Agenda **EXCEPT** those pulled and listed below which will be held for discussion:

Follow Up:

Moved by: Moved Second : Seconded

Amendment: _____

Amended By: _____

Votes in Favor: _____ Votes Opposed: _____ Abstentions: _____

Motion: Carries Fails: Tabled Until: Date: _____

Signatures

Connie Chew

SEIU Local 521 Budget and Finance Committee Motion

Item Number: 02

Date: July 15, 2015

Motion Title: UNIDent Dental Program

Recommended By: None: Informational Request by UNIDent

Background: "UNIDent Dental is a Union facility serving all Labor Unions since 1999. Our employees are members of UFCW Local 5. Our offices are ultra-modern small to medium private practices with at least two full - time Dentists. Our philosophy is simple, Quality Dentistry at an AFFORDABLE PRICE. Every Patient will be seen by a single dentist for the duration of his/her treatment. All our Dentists are Board Certified, Highly Experienced, have the Highest Quality Standards, and have meticulous Patient Care Protocols."

"We Have a Great Working Relationship With Organized Labor. It has been some time since we did anything with Local 521. Therefore, we would like to do a Mailer for Santa Clara County."

Motion: Recommend that this be moved to the E Bd
for consideration with recommendation
to approve a mailing to Region 1 as
there will be no financial impact to
the local. This is a member benefit.

Follow Up:

Moved by: Moved Second: Seconded

Amendment: _____

Amended By: _____

Votes in Favor: _____ Votes Opposed: _____ Abstentions: _____

Motion: Carries Fails: Tabled Until: Date: _____

Signatures

Connie Chen

SEIU Local 521 Budget & Finance Committee Motion

Item Number: 03

Date: July 15, 2015

Motion Title: Consultant Staff Support to the SEIU California Developmental Disabilities Council – to \$5,000

Recommended By: Catherine Balbus, Chief of Staff and Organizing Director; and Catherine McCoy, SEIU local 521 Chapter President of San Andreas Regional Center, and Co-Chair of SEIU Developmental Disabilities Council.

Background: SEIU California Developmental Disabilities Council represents over 4,000 organized workers in the Developmental Disabilities industry, including members from 10 Unionized Regional Centers, and 6 Vendor Agencies (within SEIU Locals 1021, 721, and 521). SEIU 521 chapters participating in this council include San Andreas Regional Center, Kern Regional Center, & HOPE Support Services.

SEIU Local 1021, in conjunction with SEIU 721, has had a contract with Dave Mulvey in 2014 and 2015 for labor and expenses up to \$5,000 to perform the tasks listed below. It is asked that SEIU Local 521 agree to join with SEIU Locals 1021 and 721 in paying a portion of the cost for Mr. Mulvey's services for the year 2016.

- Attend, staff, prepare materials and speakers for four face-to-face Council meetings, the annual DD lobby day, and eight monthly conference calls
- Coordinate with DD Council Executive Board and other DD member leaders, SEIU State Council, local union organizing staff, and others to further the business of the Council
- Maintain a centralized resource for SEIU DD collective bargaining agreements and comparison of terms and compensation between the chapters.
- Be the liaison to Public Division and local union organizing staff for involvement of DD members in DD organizing campaigns. (However, his personal participation on organizing efforts is not within the scope of this contract)

The labor is \$50 per hour and the expenses include photo copying, cell phone usage, mileage, travel, and other similar items, provided receipts are included and are consistent with SEIU expense reimbursement policies.

Motion:

To agree to extend the contract between Local 521 and Dave Mulvey for calendar year 2016 to continue to provide consultant staff support to the committee as outlined in his contract. The contract will provide for labor and expenses not to exceed \$5,000 and be paid from the Organizing Budget.

Follow Up:

LB:kns SEIU 521 CTW/CLC

Moved by: Moved Second : Seconded

Amendment: _____

Amended By: _____

Votes in Favor: _____ Votes Opposed: _____ Abstentions: _____

Motion: Carries Fails: Tabled Until: Date: _____

Signatures

Connie Chew

SEIU Local 521 Budget & Finance Committee Motion

Item Number: 04

Date: July 15, 2015

Motion Title: Lanterman Coalition Communications Support - \$1,250

Recommended By: Catherine Balbus, Chief of Staff and Organizing Director; and Catherine McCoy, SEIU local 521 Chapter President of San Andreas Regional Center, and Co-Chair of SEIU Developmental Disabilities Council.

Background: The Lanterman Coalition has been engaging in a unified campaign to support funding for services provided by our members (California SEIU Developmental Disabilities Council) and others. This year the coalition has engaged Grayling Communications to provide communications support for our campaign. With their support we have greatly improved our ability to leverage social and traditional media to get our message out. Member organizations are being asked to contribute \$5,000. Local 521's 25% portion of that would be \$1,250 to be paid to ARC CA for the Lanterman Coalition communications fund. Please see attached proposal from Grayling Communications.

Motion:

To agree to support the California SEIU Developmental Disabilities Council by supporting the Lanterman Coalition communications fund to help get their message out over social and traditional media; \$1,250 to be paid to ARC CA from the Organizing Budget.

Follow Up:

Moved by: Moved Second : Seconded

Amendment: _____

Amended By: _____

Votes in Favor: _____ Votes Opposed: _____ Abstentions: _____

Motion: Carries Fails: Tabled Until: Date: _____

Signatures

Connie Chen

