



Budget and Finance Committee Agenda

June 16, 2010 Start Time: 6:00PM

A.	Call to Order – RoseAnn Dominguez - 6:00PM
B.	Roll Call – 6:00PM quorum determined - (Karen Summers)
C.	Announcements:
D.	Review & Approve Minutes: <ol style="list-style-type: none"> 1. Minutes from Finance Committee Meeting - April 21, 2010 - (Blue) 2. Minutes from the Finance Committee Meeting – May 19, 2010 - (Blue)
E.	Budget and Finance Report: RoseAnn Dominguez <ol style="list-style-type: none"> 1. Review Financials for May: <ul style="list-style-type: none"> ▪ Bank Balances - (yellow – DOCUMENT 1) ▪ Income Statement - (white – DOCUMENT 2) ▪ Organizing Income Statement - (blue – DOCUMENT 3) ▪ Dues Receipts - (salmon – DOCUMENT 4) ▪ Per Capita Report - (goldenrod – DOCUMENT 5) ▪ COPE Report - (Lavender – DOCUMENT 6) 2. Discussion of Approved Budget for the Remainder of 2010 – any suggestions for change? 3. Update on Staff input meetings.
F.	New Business <ol style="list-style-type: none"> 1.
G.	Old Business <ol style="list-style-type: none"> 1. The Policy (with modifications as requested by the Executive Board) – <u>Development, Implementation and Expenditure of the 521 Budget – Policy and Procedures</u> – has been passed by the Executive Board what does it mean? How do we implement it??? -(buff) 2. Title on the Salinas office - Update 3.
H.	Informational Items <ol style="list-style-type: none"> 1. Training for the Budget and Finance Committee
I.	Next Meetings: <ol style="list-style-type: none"> 1. Wednesday July 21, 2010, 5:30pm for food and 6:00pm for the meeting – if you wish to have food provided be sure to RSVP – also we will need a quorum so please RSVP. 2.
J.	Adjourn



Minutes of the Budget and Finance Committee Meeting April 21, 2010 from 6:00pm – 7:50pm

A. The April Meeting of the Budget and Finance Committee was called to order by the Treasurer, RoseAnn Dominguez at 6:00PM. Since the Budget and Finance Committee has not been appointed by the Local President and confirmed by the Officers or Executive Board, this is an informal meeting where anyone attending can offer input.

B. ROLL CALL – Members in attendance either by video conference or teleconference:

Adam Gintz – Executive Board Member	Matt Nathanson – Region 2 Vice President
Bobby Garcia – Executive Board Member	My Loi – Executive Board Member
Brenda Flores – Executive Board Member	Myrna Bravo – Executive Board Member
Brian O’Neill – Executive Board Member	Pamela Green – Visalia
Cheryl Easterbrook – E. Bd. Member	Rachel Welch – Region 1 Trustee
David Chavez – Executive Board Member	Roseann Dominguez – Local Treasurer
Debra Miranda – Member	Scott Johnson – Executive Board Member
Diana Calderon – Region 4 Trustee	Sergio Garcia – Executive Board Member
Dolly Clemente – Executive Board Member	Tammie Quilling-Inman – E.Bd. Member
Ellen Rollins – Region 6 Vice President	Yong Ok Soung – Executive Board Delegate
Gail Lancaster – Region 5 Trustee	Ming Lee – Staff
Gwyn Harshaw – Local 1 st Vice President	Debra Pate – Staff
Henry Ildefonso – Region 3 Vice President	Karen Summers – Staff
James Hackett – Region 4 Vice President	Pamela Rodgers – Staff
Kristy Sermersheim – Chief Elected Officer	

C. ANNOUNCEMENTS –.

The list of Delegates being appointed to the Budget and Finance Committee was read. Kristy said they would be approved at the Officers’ meeting on April 27, 2010. She also said that any member wishing to attend the meetings is welcome.

D. MINUTES OF March 17, 2010 MEETING

There was one correction to the minutes – Debra Miranda is a member. The minutes were passed as corrected.

E. BUDGET AND FINANCE REPORT: Kristy Sermersheim

1. Review of Financials for February:
 - Bank Balances – Document 1
 - Income Statement – Document 2
 - Organizing Income Statement – Document 3
 - Dues Receipts – Document 4
 - Per Capita Report – Document 5
 - COPE Report

Kristy went through the Financial Statements in a very detailed manner explaining and answering questions as asked.

2. Discussion on 5-month budget – possible revision – In May the Budget and Finance Committee will put together a proposed budget for the remainder of the year which, it is anticipated, will be approved at the May 25th combined Officers’ Executive Board

Meeting. Kristy noted that she has not hired senior staff in 3 years even though she has lost several. She said that she will be hiring 2 senior staff probably next week to help with the huge workload. She also noted that there is a tentative agreement with CWA staff which will have relatively minimal affect on the Budget – this will be voted on at the April 27th Officers' Meeting.

a. Discussion on the Effect of the Dues Change

Kristy explained that due to several issues with dues collection the financial statements presented do not show a fully accurate picture of dues income. So, we are still not able to say what the total effect of the dues change is.

b. Analyze income loss.

Both fewer workers and less average dues per represented worker are affecting the income to the Local in a significant way.

c. Major changes/revisions necessary for last 7 months of 2010 Budget

Kristy asked members present to think about ways that cuts can be made to the budget. The Budget will probably still be a deficit budget unless the Board disagrees. The theory is that we will continue to survive this year even spending some savings to defend our members without treating Local staff as badly as employers of represent members are treating them and get to next year. If next year is still bad, we will look at what we need to do.

F. NEW BUSINESS

1. Discussion of draft suggestion on how money should be approved and spent.

The draft document Executive Board Rights and Responsibilities Regarding the Union Budget was reviewed by the delegates and members. Several suggestions were made. The document will be revised and presented at the Officers' Meeting on April 27th for discussion. Final discussion and approval will be on the Agenda for the Combined Officers' Executive Board on May 25th. Some thoughts included: having a way the check ledger could be viewed by delegates, having a global plan for COPE, etc. that is approved by the Executive Board and expenditures falling into that plan would automatically be approved (safeguards would be implemented for protection), possibly an amount limit would require Board approval, line items over by 10% must be explained, a combination of an Executive Board vote to commit funds for new endeavors with a review of individual expense dollar amounts.

G. OLD BUSINESS

1. Report on Salinas Building pay off and the money disbursed. Ming is working with the attorneys on the title change.
2. David Chavez of Fresno PACE asked for an accounting of the last year's PACE income and expenditures.

H. INFORMATIONAL ITEMS

1. Adam Gintz suggested that the Automatic COPE enrollment cards where contributions are directly deducted from a checking or savings account should give a date of the month when deductions are made. Kristy said that she would talk with Riko about this.

- I. NEXT MEETINGS – Budget and Finance meetings will be the 3rd Wednesday of each month. Next meeting will be Wednesday May 19, 2010 and it will be a working meeting to do the draft 2010 Budget. If there are suggestions, please contact Ming, RoseAnn, Kristy, or Karen.

J. ADJOURNMENT

The meeting was adjourned at 7:50pm.



Minutes of the Budget and Finance Committee Meeting May 19, 2010 from 6:19pm – 7:46pm

A. The May Meeting of the Budget and Finance Committee was called to order by the Treasurer, RoseAnn Dominguez at 6:19PM. Since the Budget and Finance Committee has not been appointed by the Local President and confirmed by the Officers or Executive Board, this is an informal meeting where anyone attending can offer input.

B. ROLL CALL – Members in attendance either by video conference or teleconference:

Cheryl Easterbrook – E. Bd. Member	Myrna Bravo – Executive Board Member
Debra Miranda – Member	Pamela Green – Visalia
Diana Calderon – Region 4 Trustee	Rachel Welch – Region 1 Trustee
Diego Quevedo – Executive Board Member	Ronald Pazeian – Executive Board Member
Dolly Clemente – Executive Board Member	Roseann Dominguez – Local Treasurer
Ellen Rollins – Region 6 Vice President	Roy Harris – Executive Board Member
Francis Coronado – Member	Scott Johnson – Executive Board Member
Gail Lancaster – Region 5 Trustee	Tammie Quilling-Inman – E.Bd. Member
Gwyn Harshaw – Local 1 st Vice President	Yong Ok Soung – Executive Board Delegate
John Gilbert – Executive Board Member	Ming Lee – Staff
Karen Clark – Executive Board Member	Debra Pate – Staff
Kristy Sermersheim – Chief Elected Officer	Karen Summers – Staff
My Loi – Executive Board Member	Pamela Rodgers – Staff

C. ANNOUNCEMENTS –
None

D. MINUTES OF March 17, 2010 MEETING
Minutes were not reviewed.

E. BUDGET AND FINANCE REPORT: Kristy Sermersheim

1. Review of Financials for March and April:
 - Bank Balances – Document 1
 - Income Statement – Document 2
 - Organizing Income Statement – Document 3
 - Dues Receipts – Document 4
 - Per Capita Report – Document 5
 - COPE Report

There was no discussion.

2. Discussion of the current 5-month budget and work on the Proposed Draft 2nd Half of 2010 Budget.

RoseAnn asked that anyone having suggestions as we went along to offer those suggestions to the group.

- a. Assumptions for the Proposed Budget

The Assumptions were reviewed line by line along with suggestions of further cuts. The goal is to cut costs or increase revenue to better balance the Proposed Budget while still providing the services to members.

- b. Budget Preparation and Discussion – Proposed Budget.
This discussion was incorporated with the discussion of the Assumptions of the Proposed Budget.
- c. Approval to send the Proposed Draft Budget to the Executive Board for Adoption

A **MOTION** was made and passed to authorize Kristy and RoseAnn to talk with the two staff unions for their suggestions as to how to cut costs or increase revenues.

A **MOTION** was made and passed to send the Proposed Budget to the Executive Board for adoption with the proposed reductions:

(change the \$3,000 reduction monthly in the Building Fund Transfers to an \$8,000 reduction monthly, \$10,000 monthly in the Strike Fund Transfer, and restoring the SEJ Budget to the agreed amount – an increase of @ \$5,000 monthly),

and instituting a hiring freeze that would require the CEO to talk with the Local Officers before filling a vacant position after current recruitments are filled.

It was **REQUESTED** that the Caucuses (the SEJ Budget) be asked if they would voluntarily reduce their budgets.

F. NEW BUSINESS

- 1. TowerCo Lease – Site #CA2081 Florandora - Proposal.

It was determined that we are not ready to discuss this proposal. It was suggested that members interested in more discussion on this issue contact RoseAnn and a discussion with Tom Abshere, the Director in Fresno – the affected area would be set up.

G. OLD BUSINESS

- 1. Discussion of draft suggestions on – **Development, Implementation and Expenditure of the 521 Budget – Policy and Procedures.**

A **MOTION** was made and passed to submit the document **Development, Implementation and Expenditure of the 521 Budget – Policy and Procedures** to the Executive Board for approval with stipulation that the attorneys review confidentiality and membership availability to information.

- 2. Title on the Salinas Office – the lawyers have drafted a letter giving us ownership and it has been sent.

H. INFORMATIONAL ITEMS

- 1. Mary Kay Henry, the new International President, will be the Keynote Speaker at the South Bay Labor Council COPE Dinner this weekend.
- 2. Bakersfield is having a 521 Picnic Day which will have a memorial period for our late Local President, Carmen Cruise. Bakersfield is the only site that will be holding a 521 party this year. If members wish to go to the Bakersfield party, they can. Please contact Vicki Avila for details.

- I. NEXT MEETINGS – Budget and Finance meetings will be the 3rd Wednesday of each month. Next meeting will be Wednesday June 16, 2010. If you plan to attend and wish to have food provided, please RSVP.

J. ADJOURNMENT

The meeting was adjourned at 7:46pm.

SEIU Local 521

Bank Balance on Saving and Investment accounts
as of May 31st, 2010

ITEMS	GL#	ACCOUNT NAME	Bank	ENDING BALANCE as of 4/30/2010	ENDING BALANCE as of 5/31/2010
1	1005	CONTINGENCY FUND	Bank of The West	62,262.91	50,088.75
2	2180	RETIREE BENEFIT TRUST	Bank of The West	572,783.50	587,133.50
3	2181	CLARENCE DODGE SCHOLARSHIP	Bank of The West	14,631.04	15,881.04
4	2182	CAPITAL RESERVE	Bank of The West	130,045.00	71,006.38
5	2183	LEGAL DEFENSE FUND	Bank of The West	375,098.37	344,371.39
6	2184	BUILDING FUND	Bank of The West	146,809.95	105,529.41
7	2188	GOOD & WELFARE FUND	Bank of The West	80,166.92	79,725.92
8	2334	SANTA CLARA COUNTY CHAPTER FUN	Bank of The West	3,596.83	3,596.83
9	1006	STRIKE FUND	Bank of The West	214,780.55	214,841.22
10	1006	STRIKE FUND	Bank of The West - T- Bill Mature. 8/5/10, 6/10	900,000.00	900,000.00
11	150-01	STRIKE FUND	Bank of The West	438,382.70	443,783.78
12	NA	STRIKE FUND per L521	@ INTERNATIONAL	456,520.45	456,520.45
Total reserve				\$ 3,395,078.22	\$ 3,272,478.67

PAC money

13		PAC - Candidates	US Bank - Olson	28,090.21	32,039.99
14		PAC - Issues	US Bank - Olson	69,231.21	128,873.47
15		PAC - Independent Expenditure	US Bank - Olson	194,094.05	56,601.79

16	1003	AGENCY FEE	Bank of The West	39,686.50	69,686.50
17	1003	AGENCY FEE	Bank of The West - T- Bill Mature 6/10/10	200,000.00	200,000.00
18	1002	ORGANIZING FUND	Bank of The West	858,522.51	930,025.17
19	1002	ORGANIZING FUND	Bank of The West - T- Bill Mature. 6/10/10, 8/5/	950,000.00	950,000.00

	A	B	Q	R	S	AO	AP	AQ	AR
1			May			YTD - Five months			
2			Budget	Actual	better/ (worse)	Budget	Actual	better/ (worse)	NOTE
3	Headcount	TOTAL DUES RECEIPTS	2,494,678	2,414,038	(80,640)	12,473,388	12,299,575	(173,813)	
4	57,172	OTHER INCOME							
5		Interest & Dividends	2,077	1,167	(911)	10,386	4,637	(5,749)	
6		SMIHSS Administrative Reimbursement	2,273		(2,273)	11,364	24,600	13,236	
7		Sublease Rent	7,797	7,804	7	38,985	40,050	1,065	
8		Misc. Income - SEIU Int'l subsidy	7,546	2,415	(5,131)	37,730	22,137	(15,593)	
9		Total Misc. Income	19,693	11,386	(8,307)	98,465	91,424	(7,041)	
10		TOTAL GENERAL FUND INCOME	2,514,371	2,425,424	(88,947)	12,571,853	12,390,999	(180,854)	
11		GENERAL FUND EXPENSES							
12		ORGANIZING OFFSET	320,848	320,848	(0)	1,604,239	1,604,240	(1)	
13		SALARIES							
14	5	Administrative	32,949	30,125	2,824	164,747	154,155	10,592	
15	8	Admin Support	45,365	35,769	9,596	226,826	174,553	52,274	
16	13	Directors	80,057	83,421	(3,364)	400,286	432,209	(31,923)	reclass Robert Li to GF
17	57	Internal Organizers/Research	295,177	307,302	(12,126)	1,475,883	1,515,658	(39,775)	many LOA so more temp positions
18	18	Clerical	88,757	89,363	(606)	443,786	388,043	55,743	reclass Barbara who s/b Clerical
19	2	Facilities	7,699	(6,794)	14,494	38,497	36,314	2,182	
20	6	Data Base	29,743	25,757	3,986	148,713	129,288	19,425	
21	5	Member Resources Center (CESA)	20,200	17,000	3,200	101,000	99,176	1,824	
22		Temp. Internal Organizers/Research	1,056	-	1,056	5,282	992	4,290	
23		Temp. Clerical/Support	1,775			8,874	572	8,302	
24		Vacation & Comp Time	22,129	26,466	(4,337)	110,645	109,791	854	
25		Total Salaries	624,908	608,409	14,724	3,124,540	3,040,751	83,788	
26	114	PAYROLL RELATED EXPENSES	-					-	
27		Pension	81,165	76,010	5,154	405,823	366,637	39,186	
28		Payroll Taxes Expenses	98,557	60,965	37,592	492,786	396,185	96,600	
29		Travel Staff-Admin	3,398	3,654	(256)	16,990	21,644	(4,654)	
30		Travel Staff- Internal Organizers	9,838	4,395	5,442	49,188	24,722	24,466	
31		Mileage/Ins. Reimb.-Admin & Director	1,206	320	886	6,030	1,905	4,124	
32		Mileage/Ins. Reimb.-Internal Organizers	26,763	16,145	10,618	133,814	68,332	65,483	
33		Telephone Reimbursement	6,430	6,376	55	32,152	34,287	(2,135)	
34	9	Retiree Health Exp	7,550	7,305	245	37,749	35,267	2,482	
35		Retire Benefit Trust Fund	14,350	13,000	1,350	71,750	65,000	6,750	
36	132	Benefits(Health, Dental, Vision,life,401k)	212,417	59,920	152,496	1,062,083	1,061,454	629	
37		Workers Comp Insurance	14,263	12,826	1,437	71,315	71,751	(436)	
38		Recruiting exp	375	12	363	1,874	2,653	(779)	
39		Total Payroll Related Expenses	476,311	260,928	215,383	2,381,553	2,149,837	231,716	
40		Total Salaries & Payroll Expense	1,101,219	869,337	230,107	5,506,093	5,190,589	315,504	

	A	B	Q	R	S	AO	AP	AQ	AR
1			May			YTD - Five months			
2			Budget	Actual	better/ (worse)	Budget	Actual	better/ (worse)	NOTE
41		MISCELLANEOUS	-			-		-	
42		Agency Fee/Assoc. Exp.	30,000	30,000	-	150,000	150,000	-	
43		Capital Fund Expense	1,000	1,000	-	5,000	5,000	-	
44		Admin exp share w. chapter	454	460	(7)	2,268	2,153	115	
45		Free Life insurance to members (SCR, M	4,456	4,343	113	22,280	21,705	575	
46		Chapter Fund Reimbursement	-	-	-	-	2,135	(2,135)	12/2009 dues received in Jan. 2010
47		Dodge Scholarship	1,250	1,250	-	6,250	6,250	-	
48		Computer Database Unionwares & MRC	26,000	20,600	5,400	130,000	100,350	29,650	
49		Bill Shawhan	10,000	10,000	-	50,000	50,000	-	
50		Ex-Board Stipends	2,200	-	2,200	11,000	4,200	6,800	
51		Total Miscellaneous	75,360	67,653	7,707	376,798	341,793	35,005	
52									
53		ARBITRATIONS & LEGAL							
54		Arbitrations Fees	9,948	19,384	(9,436)	49,738	95,917	(46,178)	under budget
55		Retainer	21,991	18,207	3,785	109,955	117,981	(8,026)	under budget
56		Court Costs	527	-	527	2,636	-	2,636	
57	57,172	Automatic Legal Defense Fund (\$0.25 pe	14,293	14,273	20	71,465	71,365	100	
58		Total Arbitrations & Legal	46,759	51,863	(5,104)	233,795	285,262	(51,468)	
59									
60		FACILITIES							
61		Rent-SJC	38,438	37,444	994	192,192	187,367	4,826	
62		Rent-SQL	4,882	4,295	587	24,410	21,474	2,937	
63		Mortgage - Monterey & Parking	2,742	2,644	98	13,710	3,884	9,826	
64		Rent-Santa Cruz, Watsonville & Holliste	6,562	5,969	593	32,810	29,645	3,165	
65		Rent-Visalia	1,000	1,000	-	5,000	5,650	(650)	
66		Utilities	13,284	12,670	613	66,419	62,590	3,829	
67		Kitchen Sundries	3,944	3,504	441	19,722	15,596	4,126	
68		Gen. Liab. Ins. & Property Tax	15,791	14,580	1,211	78,954	74,250	4,704	
69		Building Maintenance/Security/Janitorial	17,552	10,256	7,296	87,759	72,964	14,795	
70		Total Admin - Facilities	104,195	92,361	11,834	520,975	473,419	47,557	
71									
72		ADMINISTRATIVE - OFFICES							
73		Audit/Acct. Fees & CWA NEG	9,952	1,421	8,532	49,762	51,850	(2,088)	under budget - LM2 was done earlier
74		Subscriptions	239	92	147	1,195	990	205	
75		Office Sundries	8,319	4,233	4,086	41,593	39,309	2,284	
76		Office Equipment Leases	24,263	33,619	(9,356)	121,316	121,623	(307)	return equipment fee & freight
77		Equipment Maintenance & Repair Contr	7,733	3,299	4,434	38,666	30,256	8,410	
78		Contributions	149	379	(230)	744	1,413	(670)	
79		Research Material & Data	181	-	181	903	3,587	(2,684)	
80		Miscellaneous, off set by ORG	59		59	295	(12,583)	12,878	
81		Total Admin - Offices	50,895	43,043	7,852	254,475	236,446	18,028	
82									

	A	B	Q	R	S	AO	AP	AQ	AR
1			May			YTD - Five months			
2			Budget	Actual	better/ (worse)	Budget	Actual	better/ (worse)	NOTE
83		COMMUNICATIONS							
84		Printing	5,622	4,805	816	28,109	26,083	2,026	
85		Paper	2,440	538	1,902	12,200	6,730	5,470	
86		Website/Station/communication	513	644	(131)	2,563	1,860	703	
87		Telephone & Internet	14,255	14,944	(689)	71,273	85,655	(14,383)	paid some old invociees never paid
88		Postage	6,455	7,368	(913)	32,275	35,438	(3,163)	more IHSS mailing monthly
89		Professional Fees/Translations	732	60	672	3,658	1,562	2,096	
90		Total Communications	30,016	28,359	1,657	150,078	157,328	(7,251)	
91									
92		CONFERENCES/MILEAGE							
93		Staff-Misc. Conf/Seminar	660	-	660	3,300	1,120	2,180	
94		Exec. Board-Conferences	68	1,261	(1,192)	341	1,261	(920)	
95		Misc. Members-Reimbursed	583	-	583	2,915	-	2,915	
96		Total Conferences/Mileage	1,311	1,261	51	6,556	2,380	4,176	
97									
98		STAFF MEETING & TRAINING							
99		Director Training	445	158	287	2,223	11,455	(9,232)	budget will catch up later on
100		Staff - representation & political & comm	6,404	3,684	2,720	32,021	21,058	10,963	
101		Clerical Staff	115	114	1	573	1,129	(556)	
102		Executive Staff	171	-	171	854	-	854	
103		Tuition Reim.-Internal Organizers	1,000		1,000	5,000	-	5,000	
104		Tuition Reim.-OPEIU	1,000		1,000	5,000	321	4,679	
105		Total Staff Training	9,134	3,955	5,179	45,671	33,963	11,709	
106									
107		EDUCATION & TRAINING							
108		Steward & Chief Steward Training	886	909	(23)	4,429	2,048	2,380	
109		Executive Board	87		87	436	-	436	
110		Education & Training Committee Meetin	557	84	473	2,783	148	2,634	
111		Industry Training Events	75		75	375	3,837	(3,462)	budget will catch up later on
112		Total Education & Training	1,604	992	612	8,022	6,033	1,989	
113									
114		POLITICAL/SOCIAL INVOLVEMENT							
115	40,000	Candidates Account (\$0.20 per member p	4,000	8,044	(4,044)	20,000	39,788	(19,788)	offset by Issures account budgetary
116	40,000	Issues Account (\$0.00 per member per m	4,000	-	4,000	20,000	-	20,000	
117		Legal	5,352	9,495	(4,143)	26,758	21,343	5,414	
118		Committee Meetings	364	1,622	(1,257)	1,821	6,072	(4,251)	more political involvement & meeting
119		Conferences	133	-	133	664	-	664	
120		Electoral Staff/ Activity	47		47	236	-	236	
121		Polls & Surveys	200		200	1,000	-	1,000	
122		Special Printing	400	79	321	2,000	144	1,856	
123		Subscriptions	100		100	500	-	500	
124		Total Political/Social Involvement	14,596	19,239	(4,644)	72,978	67,347	5,631	

	A	B	Q	R	S	AO	AP	AQ	AR
1			May			YTD - Five months			
2			Budget	Actual	better/ (worse)	Budget	Actual	better/ (worse)	NOTE
125									
126		SOCIAL & ECONOMIC JUSTICE							
127		Committee Meetings	74	137	(63)	369	694	(325)	
128		Conferences	200		200	1,000	-	1,000	
129		Contributions/Solidarity	737	300	437	3,684	2,800	884	
130	57,172	Caucus Activities	7,546	5,384	2,161	37,729	19,498	18,231	
131		Total Social & Economic Justice	8,556	5,821	2,735	42,782	22,992	19,790	
132									
133		MEMBER INVOLVEMENT							
134		Memorabilia/Give away Member Pride	3,481	23	3,458	17,406	8,411	8,995	
135		Awards/Recognition	23		23	114	52	62	
136		Ex Board / Advisory Board Reimburse	80		80	400	166	234	
137		Rally Rental & Bus	4,301	3,245	1,056	21,505	6,584	14,921	
138		Member Reimbursement/Lost time	94	168	(74)	469	2,859	(2,390)	Lost timers in NEG
139		Transportation & Vehicle Expenses	408	691	(283)	2,042	6,501	(4,459)	It was industrial council meeting for School
140		Total Member Involvement	8,387	4,127	4,260	41,936	24,573	17,363	
141									
142		NEGOTIATIONS							
143		Printing Contracts	400	-	400	2,000	-	2,000	
144		Meetings & Supplies	3,481	2,380	1,101	17,406	10,154	7,252	
145		Strike Preparations	385		385	1,925	-	1,925	
146	40,000	Automatic Strike Fund Transfer (\$0.50 p	20,000	20,000	-	100,000	100,000	-	
147		Total Negotiations	24,266	22,380	1,886	121,331	110,154	11,177	
148		MEETINGS & EVENTS							
149		Executive Board Meetings	11,200	786	10,414	56,000	7,339	48,661	
150		Steward/Council meetings	920	994	(74)	4,602	3,947	655	
151	57172	521 Party & other events	11,434	6,533	4,902	57,172	6,533	50,639	
152		Officers Vote Event 2/2010	41,500	-	41,500	207,500	225,139	(17,639)	
153		Industries & Members conference	7,000	-	7,000	35,000	985	34,015	
154		Miscellaneous	42	-	42	210	-	210	
155		Total Meetings & Events	72,097	8,312	63,784	360,484	243,943	116,541	
156									
157		REPRESENTATIVE DUES							
158	57,172	SEIU \$7.65 ea	437,366	435,980	1,386	2,186,829	2,184,056	2,773	
159	55,172	SEIU Unity Fund \$5.00ea	275,860	271,035	4,825	1,379,300	1,361,670	17,630	
160	200	SEIU Retirees \$1.00ea	200	48	152	1,000	1,648	(648)	
161	57,172	SEIU/ State Council-\$2.53ea	144,645	143,041	1,604	723,226	716,280	6,946	
162	1,200	Nurse Alliance \$1.45ea	1,740	1,315	425	8,700	7,051	1,649	
163	23,500	So Bay CLC \$0.55ea	12,925	12,798	127	64,625	62,546	2,079	
164	3,800	SMCO CLC \$0.60ea	2,280	2,188	92	11,400	10,796	604	
165	7,000	Fresno CLC \$0.45ea	3,150	2,833	317	15,750	14,259	1,491	
166	6,500	Bakersfield CLC \$0.25ea	1,625	1,521	104	8,125	7,627	499	

	A	B	Q	R	S	AO	AP	AQ	AR
1			May			YTD - Five months			
2			Budget	Actual	better/ (worse)	Budget	Actual	better/ (worse)	NOTE
167	6,500	Monterey & Santa Cruz LC \$0.55ea	3,575	3,626	(51)	17,875	17,467	408	
168	110	Tuolumne CLC	55	55	-	275	275	(0)	
169	57,172	CA Labor Fed 25% X .47ea	6,718	5,023	1,695	33,589	25,107	8,482	
170		Building Trades-SMCO	300	300	-	1,500	1,500	-	
171		Total Representative Dues	890,439	879,762	10,677	4,452,194	4,410,283	41,911	
172									
173		TOTAL EXPENSES	2,759,681	2,419,314	340,368	13,798,407	13,210,746	587,660	
174			-	-	-	-	-	-	
175		TOTAL INCOME LESS TOTAL EXP	(245,311)	6,110	(251,421)	(1,226,553)	(819,747)	406,806	
176			-	-	-	-	-	-	
177		VOLUNTARY TRANSFERS	-	-	-	-	-	-	
178		Building Funds	13,000	13,000	-	65,000	65,000	-	
179		Strike Fund	-	-	-	-	-	-	
180		Total Transfers	13,000	13,000	-	65,000	65,000	-	
181		TOTAL INCOME LESS EXPENSES	(258,311)	(6,890)	251,421	(1,291,553)	(884,747)	406,806	
182									
183									

Organizing Statement for the year of 2010

	A	B	D	G	J	M	O	P	Q	AM	AP
1		2010 5 months	Jan-10	Feb-10	Mar-10	Apr-10	May-10			YTD - 5 months	
2		Budget	Actual	Actual	Actual	Actual	Budget	Actual	Better / Worse	Actual	Better / Worse
3											
4	Budget from SEIU Local 521	1,604,239	320,848	320,848	320,848	320,848	320,848	320,848	0	1,604,240	1
5											
6	Expenses										
7	Legal - Organize	15,000	2,350	2,350	4,700	-	3,000	2,350	650	11,750	3,250
8	Arbitration - Organizing	-	-	-	-	-	-	-	-	0	-
9	Lost Time - Organizing	1,000	-	-	-	-	200	-	200	0	1,000
10	Salaries - Organizing (25+2)	642,705	100,544	61,679	87,398	60,232	128,541	77,974	50,567	387,827	254,878
11	Workers Comp. Ins. - Org	19,281	1,937	3,054	1,924	1,924	3,856	1,924	1,932	10,762	8,519
12	Payroll Tax Exp - Organ.	96,406	7,498	6,335	6,538	802	19,281	5,845	13,437	27,018	69,388
13	401K Matching	19,281	2,430	1,904	1,773	2,063	3,856	1,599	2,258	9,770	9,511
14	EMPLOYEE BENEFITS - Organi.	160,676	25,284	46,909	5,163	11,865	32,135	28,194	3,941	117,414	43,262
15	Pension Plan Exp - Organi.	89,979	-	21,649	11,646	11,195	17,996	10,352	7,644	54,843	35,136
16	Staff Recruiting Exp-Org.	3,000	19	-	-	-	600	22	578	41	2,959
17	Vacation / Comp Time - Org	64,270	-	23,787	-	155	12,854	-	12,854	23,942	40,328
18	Training Exp - Org.	6,000	3,815	449	715	439	1,200	194	1,006	5,612	388
19	Mileage reimb exp - Organizing	75,000	4,846	6,393	7,243	3,592	15,000	10,167	4,833	32,241	42,759
20	Vehicle Expenses	60,000	1,957	629	1,125	1,090	12,000	832	11,168	5,632	54,368
21	RENT EXPENSES - Organizing	90,000	8,556	9,854	7,795	5,087	18,000	584	17,416	31,876	58,124
22	Telephone Expenses - Organizing	11,500	497	900	1,467	1,397	2,300	880	1,420	5,141	6,359
23	Utilities Expenses	2,000	-	-	-	-	400	-	400	0	2,000
24	Office Supplies & Other Allocation	12,500	6,144	3,795	3,479	4,088	2,500	48	2,452	17,554	(5,054)
25	Printing Expenses - Organizing	5,000	20	-	-	-	1,000	-	1,000	20	4,980
26	Postage Expenses - Organizing	1,500	-	-	-	-	300	-	300	0	1,500
27	PT Organizing	5,000	-	-	-	-	1,000	-	1,000	0	5,000
28	Communication Cost Expenses	1,000	-	-	-	-	200	-	200	0	1,000
29	Referral lead/DATA - Organizing	2,000	940	-	-	-	400	-	400	940	1,060
30	Professional Fee Expenses	2,000	-	-	-	-	400	-	400	0	2,000
31	Translation Expenses - Organ	1,000	-	-	-	-	200	-	200	0	1,000
32	Equipment Leasing Exp - Organi	2,500	-	-	-	-	500	-	500	0	2,500
33	Equip. Maint. & Repair -Organi	1,000	-	697	-	-	200	-	200	697	303
34	Computer Database Services	5,000	1,450	725	725	725	1,000	725	275	4,350	650
35	Subscriptions - Organizing	500	-	-	-	-	100	-	100	0	500
36	Travel Expenses - ORGANIZING	125,000	12,202	11,940	13,002	10,251	25,000	20,021	4,979	67,417	57,583
37	Conference - Organizing	3,000	-	-	-	-	600	-	600	0	3,000
38	Rally / Bus Rental-Organizing	1,000	-	-	-	3	200	-	200	3	997
39	Memorabilia / Give Away-Org	500	-	-	-	-	100	-	100	0	500
40	Meeting - Organizing	7,500	273	346	115	543	1,500	440	1,060	1,717	5,783
41	Donation - Organizing	-	-	834	400	-	-	-	-	1,234	(1,234)
42											
43	Total Expenses	1,532,098	180,761	204,230	155,209	115,451	306,420	162,151	144,269	817,801	714,297
44											
45	Net Income	72,141	140,087	116,618	165,639	205,397	14,428	158,697	144,269	786,439	714,298

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q
1	County	Office	B	C	COUNTIES												
2			B	C		Jan-10	Feb-10	Mar-10	Apr-10	May-10	Jun-10	Jul-10	Aug-10	Sep-10	Oct-10	Nov-10	Dec-10
3	FAT	FAT	26	M	FRESNO COUNTY	2,554	2,555	2,549	2,526	2,503							
4	FAT	FAT	26	A	FRESNO COUNTY - AGENCY	1,381	1,385	1,378	1,383	1,390							
5	KER	BFL	26	M	KERN COUNTY	3,329	3,322	3,317	3,304	3,266							
6	KER	BFL	26	A	KERN COUNTY - AGENCY	1,783	1,782	1,777	1,763	1,757							
7	KIN	HAN	26	M	KINGS COUNTY	395	396	393	391	377							
8	MAD	FAT	26	M	MADERA COUNTY COMPA	46	46	62	62	62							
9	MAD	FAT	26	M	MADERA COUNTY SEMC	18	17	18	18	18							
10	MAR	FAT	26	M	MARIPOSA COUNTY	239	240	239	236	238							
11	MRY	SAL	26	M	MONTEREY COUNTY	2,291	2,253	2,248	2,232	2,260							
12	MRY	SAL	26	A	MONTEREY COUNTY - AGENCY	305	313	353	365	397							
13	SB	SAL	26	M	SAN BENITO COUNTY	147	143	144	144	144							
14	SB	SAL	26	A	SAN BENITO COUNTY - AGENCY	167	169	172	168	162							
15	SMC	SQL	26	M	SAN MATEO COUNTY	826	832	832	837	848							
16	SMC	SQL	26	A	SAN MATEO COUNTY - AGENCY	639	644	643	651	649							
17	SC	SJC	26	M	SANTA CLARA COUNTY	7,984	7,943	7,942	8,169	8,007							
18	SC	SJC	26	A	SANTA CLARA COUNTY - AGENCY	964	951	931	1,018	981							
19	SCR	SCR	26	M	SANTA CRUZ COUNTY	1,088	1,618	1,604	1,615	1,638							
20	SCR	SCR	26	A	SANTA CRUZ COUNTY - AGENCY	42	63	58	60	64							
21	STA	FAT	26	M	STANISLAUS COUNTY	433	454	444	430	451							
22	STA	FAT	26	A	STANISLAUS COUNTY - AGENCY	92	92	89	87	67							
23	TUL	VIS	26	M	TULARE COUNTY	878	873	861	852	845							
24	TUL	VIS	26	A	TULARE COUNTY - AGENCY	586	582	578	591	585							
25	TUO	FAT	26	M	TUOLUMNE COUNTY	22	22	22	22	11							
26	CITIES																
27	KER	BFL	26	M	CITY OF ARVIN	26	26	26	28	28							
28	KER	BFL	26	M	CITY OF BAKERSFIELD	734	742	733	731	728							
29	FAT	HAN	26	M	CITY OF COALINGA	25	25	25	27	28							
30	FAT	BFL	26	A	CITY OF COALINGA - AGENCY	8	8	8	6	6							
31	KIN	HAN	26	M	CITY OF CORCORAN	-	8	8	-	8							
32	KER	BFL	26	M	CITY OF DELANO	206	207	206	199	205							
33	SMC	SQL	26	M	CITY OF EAST PALO ALTO	27	26	26	28	31							
34	SMC	SQL	26	M	CITY OF EAST PALO ALTO - AGENCY	7	7	7	7	8							
35	TUL	HAN	26	M	CITY OF EXETER	14	16	14	14	18							
36	MRY	SAL	26	M	CITY OF GREENFIELD	16	15	15	15	15							
37	KIN	HAN	26	M	CITY OF HANFORD	117	116	113	111	111							
38	KIN	HAN	26	A	CITY OF HANFORD - AGENCY	19	19	20	21	18							
39	SB	SAL	26	M	CITY OF HOLLISTER	37	37	-	36	35							
40	SB	SAL	26	A	CITY OF HOLLISTER - AGENCY	6	6	-	7	7							
41	KIN	SAL	26	M	CITY OF KINGS	13	14	2	2	3							
42	KIN	SAL	26	A	CITY OF KINGS - AGENCY	4	3	15	15	14							
43	TUL	VIS	26	M	CITY OF LINDSAY	9	8	8	12	15							
44	SMC	SQL	26	M	CITY OF MENLO PARK	127	106	108	105	106							
45	SMC	SQL	26	A	CITY OF MENLO PARK - AGENCY	84	104	102	101	104							
46	SC	SQL	26	M	CITY OF MOUNTAIN VIEW	138	136	133	131	133							
47	SC	SQL	26	A	CITY OF MOUNTAIN VIEW - AGENCY	34	29	33	33	33							
48	SC	SQL	26	M	CITY OF PALO ALTO	478	474	478	476	473							
49	SC	SQL	26	A	CITY OF PALO ALTO - AGENCY	160	162	164	169	173							
50	SMC	SQL	26	M	CITY OF REDWOOD CITY	277	277	278	273	272							
51	MRY	SAL	26	M	CITY OF SALINAS	262	258	257	256	254							
52	SMC	SQL	26	M	CITY OF SAN MATEO-MAINT/LIB	129	125	126	127	124							

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q
2	B C					Jan-10	Feb-10	Mar-10	Apr-10	May-10	Jun-10	Jul-10	Aug-10	Sep-10	Oct-10	Nov-10	Dec-10
53	SMC	SQL	26	M	CITY OF SAN MATEO-MAINT/LIB - AGENCY	38	29	40	42	36							
54	SCR	SCR	26	M	CITY OF SANTA CRUZ	464	422	447	470	480							
55	SCR	SCR	26	A	CITY OF SANTA CRUZ - AGENCY	63	71	110	105	100							
56	SCR	SCR	26	M	CITY OF SCOTTS VALLEY	26	26	26	26	25							
57	KER	BFL	26	M	CITY OF SHAFER	69	66	62	62	62							
58	MRY	SNS	26	M	CITY OF SOLEDAD					23							
59	SC	SQL	26	M	CITY OF SUNNYVALE	49	50	50	49	49							
60	SC	SQL	26	A	CITY OF SUNNYVALE - AGENCY	-	-	-	-	-							
61	KER	BFL	26	M	CITY OF TAFT	-	10	10	10	10							
62	TUL	HAN	26	M	CITY OF TULARE	119	119	119	118	117							
63	TUL	HAN	26	A	CITY OF TULARE - AGENCY	10	9	10	9	9							
64	KER	BFL	26	M	CITY OF WASCO	49	50	54	48	53							
65	SCR	SCR	26	M	CITY OF WATSONVILLE	56	57	57	57	54							
66	SCHOOLS																
67	SC	SJC	12	M	CAMPBELL-UHSD	64	61	61	61	61							
68	SC	SJC	12	M	CUPERTINO SD	51	158	158	158	157							
69	SC	SJC	12	A	CUPERTINO SD - AGENCY	16	26	26	23	25							
70	KER	BFL	12	M	EDISON ELEMENTARY	29	29	29	28	27							
71	FAT	FAT	12	M	FASTA	158	181	368	305	282							
72	FAT	FAT	12	A	FASTA - AGENCY	204	87	152	152	148							
73	FAT	FAT	12	M	FRESNO UNIFIED SCHOOL	492	490	494	499	495							
74	FAT	FAT	12	A	FRESNO UNIFIED SCHOOL -AGENCY	109	108	110	103	102							
75	MRY	SAL	12	M	GONZALES UNIFIED SCH DIST	5	5	5	5	5							
76	FAT	FAT	12	M	LIDLAW / FIRST STUDENT INC.	237	240	486	245	203							
77	SC	SJC	12	M	MORGAN HILL USD	306	311	309	307	305							
78	SC	SJC	12	M	ORCHARD SD	-	26	25	25	24							
79	FAT	FAT	12	M	RIVERDALE UNIFIED	56	57	56	56	56							
80	STA	FAT	12	M	SALIDA UNION SCHOOL	35	35	36	37	37							
81	SCR	SCR	12	M	SAN LORENZO VALLEY	107	104	151	105	105							
82	SCR	SCR	12	A	SAN LORENZO VALLEY - AGENCY	1	-	-	-	-							
83	SMC	SJC	12	M	SAN MATEO COE	-	80	40	80	80							
84	SC	SJC	12	M	SANTA CLARA COE	-	2,793	1,380	1,398	1,399							
85	KER	BFL	12	M	STANDARD SCHOOL	54	54	52	51	51							
86	KER	BFL	12	M	TAFT UNION HIGH SCHOOL DIST	47	47	47	47	47							
87	SC	SJC	12	M	WEST VALLEY CCD	279	277	278	277	278							
88	PRIVATE NON-PROFIT																
89	SC	SJC	12	M	ACHIEVEKIDS	100	101	96	95	95							
90	SC	SQL	26	M	MOMENTUM	223	227	229	233	229							
91	SC	SQL	26	A	MOMENTUM - AGENCY	7	6	6	6	6							
92	SC	SJC	12	M	AMERICAN REDCROSS	43	-	42	41	42							
93	SB	SAL	26	M	CHAMBERLAIN'S CHILDRENS CENTER	27	-	43	33	33							
94	MRY	SAL	12	M	M.A.O.F (FORMALLY CHILDRENS CTR OF MRY)	-	47	49	48	50							
95	MAD	FAT	26	M	COMMUNITY ACTION PART MADERA	76	79	74	74	86							
96	MAD	FAT	26	M	COMMUNITY ACTION MADERA - AGENCY	-	-	-	-	-							
97	KER	FAT	26	M	COMMUNITY ACTION KERN	413	405	405	409	425							
98	KIN	VIS	26	M	COMMUNITY ACTION KINGS	25	25	24	22	21							
99	SCR	SCR	26	M	COMMUNITY BRIDGES	115	116	112	113	140							
100	SC	SJC	24	M	COMMUNITY SOLUTIONS	100	100	100	-	100							
101	SC	SJC	26	M	GARDNER FAMILY HEALTH CTR	123	-	123	121	120							
102	MER	FAT	26	M	GOLDEN VALLEY HEALTH CTR	336	347	345	353	356							
103	SC	SJC	24	M	HOPE REHABILITATION	174	178	175	172	172							

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q
2	B C					Jan-10	Feb-10	Mar-10	Apr-10	May-10	Jun-10	Jul-10	Aug-10	Sep-10	Oct-10	Nov-10	Dec-10
104	SC	SJC	26	M	HUMANE SOCIETY	12	13	13	13	13							
105	SC	SJC	26	A	HUMANE SOCIETY - AGENCY	17	16	15	15	15							
106	SC	SJC	12	M	OSHMANS FAMILY JCC	45	41	43	42	42							
107	SC	SJC	24	M	MACSA	48	43	44	45	46							
108	SMC	SQL	12	M	PENINSULA JEWISH COMM CTR	55	-	55	54	-							
109	SC	SJC	26	M	REBEKAH	85	86	81	65	79							
110	SCR	SCR	26	M	SALUD PARA LA GENTE INC.	118	108	79	86	60							
111	SCR	SCR	26	M	SANTA CRUZ COMM COUNSELING	78	79	96	95	117							
112	SC	SJC	26	M	STARLIGHT	62	64	64	63	62							
113	TUL	VIS	12	M	STUDENT TRANSPORTATION	32	-	34	32	53							
114	SCR	SCR	26	M	WOMEN'S CRISIS SUPPORT	20	18	19	19	20							
115	HEMOCARE																
116	SC	SJC	24	M	ADDUS	68	51	66	61	64							
117	SMC	SQL	12	M	IHSS SAN MATEO	1,702	1,704	1,655	1,730	1,714							
118	SMC	SQL	12	A	IHSS SAN MATEO - AGENCY	1,063	1,008	1,018	951	900							
119	SC	SJC	12	M	IHSS SANTA CLARA	4,047	4,051	4,388	4,573	4,751							
120	SC	SJC	12	A	IHSS SANTA CLARA - AGENCY	9,847	9,720	9,071	8,919	8,612							
121	SC	SJC	12	M	OLDER ADULTS CARE MGMT	331	118	109	121	114							
122	SM	SJC	12	M	PATHWAYS CONTINUOUS CARE	112	111	107	-	123							
123	SPECIAL DISTRICTS																
124	KER	BFL	26	M	ARVIN-EDISON WATER STORAGE DIST	12	12	12	12	12							
125	KER	BFL	12	M	BEAR VALLEY	29	29	29	29	29							
126	FAT	FAT	26	M	CENTRAL CA LEGAL SERVICES	44	46	48	49	45							
127	MRY	SAL	26	M	CHISPA HOUSING MANAGEMENT	26	26	25	26	26							
128	FAT	FAT	26	M	COURT - FRESNO COUNTY	264	270	264	262	259							
129	FAT	FAT	26	A	COURT - FRESNO COUNTY - AGENCY	72	70	69	70	70							
130	KER	BFL	26	M	COURT - KERN COUNTY	326	322	321	321	317							
131	KER	BFL	26	A	COURT - KERN COUNTY - AGENCY	69	70	69	69	69							
132	KIN	HAN	26	M	COURT - KINGS COUNTY	59	58	58	55	54							
133	KIN	HAN	26	A	COURT - KINGS COUNTY - AGENCY	3	3	3	3	3							
134	MAR	FAT	26	M	COURT - MARIPOSA	8	8	8	8	7							
135	MRY	SAL	26	M	COURT - MONTEREY COUNTY	105	99	101	-	97							
136	MRY	SAL	26	A	COURT - MONTEREY COUNTY - AGENCY	37	43	44	-	44							
137	SB	SAL	26	M	COURT - SAN BENITO	27	27	27	27	27							
138	SCR	SCR	26	M	COURT - SANTA CRUZ	112	111	111	110	67							
139	SCR	SCR	26	A	COURT - SANTA CRUZ - AGENCY	1	1	1	1	1							
140	SC	SJC	26	M	COURT - SCCO	592	591	590	596	596							
141	SC	SJC	26	A	COURT - SCCO SUPERIOR - AGENCY	14	14	14	15	15							
142	SMC	SJC	26	M	COURT - SMCO	162	162	164	138	158							
143	SMC	SJC	26	A	COURT - SMCO - AGENCY	66	64	63	62	76							
144	TUL	VIS	26	M	COURT - TULARE	183	181	180	178	184							
145	FAT	FAT	12	M	HOUSING AUTHORITY - FAT	91	95	96	96	98							
146	FAT	FAT	12	A	HOUSING AUTHORITY - FAT AGENCY	33	34	35	36	37							
147	MRY	SAL	26	M	HOUSING AUTHORITY - MONTEREY	69	66	65	66	66							
148	SC	SJC	26	M	HOUSING AUTHORITY - SCCO	102	103	104	104	106							
149	SC	SJC	26	A	HOUSING AUTHORITY - SCCO AGENCY	23	23	23	23	26							
150	KER	BFL	26	M	KERN COUNTY CEMETARY	4	4	4	4	4							
151	KER	BFL	26	M	KERN COUNTY WATER AGENCY	12	12	12	20	29							
152	KER	BFL	26	A	KERN COUNTY WATER AGENCY - AGENCY	15	15	15	19	22							
153	KER	FAT	26	M	KERN REGIONAL CENTER	163	158	159	84	159							
154	SC	SJC	24	M	LAW FOUNDATION	55	56	56	53	55							

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q
2	B C					Jan-10	Feb-10	Mar-10	Apr-10	May-10	Jun-10	Jul-10	Aug-10	Sep-10	Oct-10	Nov-10	Dec-10
155	TUL	BFL	26	M	LINDSAY STRATHMORE IRRIGATION	2	2	2	2	2							
156	MRY	SAL	26	M	MONTEREY BAY UNIFIED AIR POLL CONTROL DIST	15	29	28	29	28							
157	SB/MRY	SAL	26	M	MV PUBLIC TRANSPORTATION	80	82	84	93	85							
158	SC	SJC	26	M	SAN ANDREAS REG CTR	226	-	213	414	204							
159	SB	SAL	26	M	SAN BENITO CO WATER DISTRICT	13	13	13	13	13							
160	KER	FAT	26	M	SAN JOAQUIN VALLEY AIR POLLUTION	237	128	127	126	126							
161	KER	FAT	26	A	SAN JOAQUIN VALLEY AIR POLLUTION - AGENCY	106	106	106	106	105							
162	SCR	SCR	26	M	SANTA CRUZ METRO TRANSIT DIST	94	94	94	94	93							
163	SCR	SCR	26	M	SOQUEL CREEK WATER DISTRICT	13	14	14	-	14							
164	KER	BFL	12	M	SSJMUD	8	8	8	8	2							
165	SC	SJC	26	M	VTA	263	266	265	263	264							
166	SC	SJC	26	A	VTA - AGENCY	-	-	-	-	-							
167	SCR	SCR	26	M	YWCA	13	14	13	14	13							
168	OTHER																
169	SC	SJC		M	ASSOCIATE MEMBERS	12	-	-	-	-							
170	SC	SJC		M	RETIRED MEMBERS	140	568	162	627	12							
171	SC	SJC		M	CAL-PER RETIREES	33	33	36	36	36							
172	SC	SJC	26	M	521 STAFF	72	83	74	71	73							
173																	
174					TOTAL	55,958	58,792	57,581	57,831	57,046	-	-	-	-	-	-	-

**DEVELOPMENT, IMPLEMENTATION AND EXPENDITURE
OF THE 521 BUDGET
POLICY AND PROCEDURES**

Approved at Executive Board Meeting May 25, 2010

Development and approval of the Annual or Biennial Budget and Expenditure

1. General Funds

Budget Development and Expenditures

- A. There will be at least one Budget Development meeting of the Budget and Finance Committee to give input into the budget.
- B. In addition pre-approval general membership informational meetings may be scheduled for input.
- C. Personnel issues may be discussed by Officers in Executive Session before presented publicly.
- D. Within the approved budget, the CEO and her/his appointees spend and report monthly to Board and Officers.
- E. Recommendations to transfer money from any savings account to the General Fund **for cash flow** must be approved by the majority of the Executive Board members voting at a special or regular meeting or if necessary, in an emergency, by an email poll.

Special Funds – Development and Expenditures -

From time to time items not anticipated in the approved Budget are needed. Recommendations **for projects or programs** from General Fund line items or Savings Accounts (Strike, Strike Prep, Legal Defense, Contingency etc) may be made by management staff, Committees, Caucuses, Industry Councils, Regional groups, or Chapters. Decisions by the Officers will be reported to the Executive Board within the month. Where no emergency exists, notice of such requests will be made to Officers and Executive Board members at least one week prior to the Officers' vote.

- A. Committee, Caucuses, and Industries
 - i. Committees, Caucuses, or Industries may provide input into development of those sections. Some groups are required to present their budget before they are approved as a caucus or committee.
- B. Capitol Expenses
 - i. As part of the budget process, plans to purchase buildings or enter into long term building leases or plans for construction or retrofitting will be discussed at an announced meeting and incorporated into the Budget and Finance deliberations. The results of these deliberations will be part of the budget line

items or separately earmarked expenditures from specific savings accounts. As long as the Executive Board approves these in advance, staff may implement reasonable costs toward eventual purchase or lease without further Board vote. All such expenditures will be reported to the Officers each month. Final approval of building or property purchases must be authorized by the Executive Board.

- C. Technology
 - i. A "Technology" Committee of the Executive Board will submit a one or two-year technology/office equipment plan (including computer hardware, software, networks, phones, video, printers, copiers, faxes, etc.) with priorities. Once the plan is approved by the Executive Board the purchases may be implemented by staff following the directions of the approved plan using the appropriate line item or savings account as indicated on the plan.
- D. Good and Welfare Committee
 - i. Shall function under their Bylaws and rules.

2. Political Budget and Funds Including COPE PACs

Political moneys including Independent Expenditures (IE), Issues, Candidate PACs and political specified staffing, research or materials shall be approved and recommended by appropriate COPE Committees established. The Executive Board will approve a plan submitted by the Localwide COPE Chair with input from the Local's COPE Committees and the Political Director. The Executive Board shall approve this plan and then within that plan the appropriate COPE Committees will be authorized to make expenditures. Special care must be made to supply supporting documentation to the Localwide COPE Chair and the CEO for signatures in order to comply with Federal, State, and Local laws. Moneys remaining in PACE accounts will continue to be approved through their own bylaws process and be approved by the Officers of the Local.

[In the mean time until a plan is approved, the Officers will continue to approve these signatures and report to the Executive Board.]

3. Organizing Budget

- A. The annual or biennial Organizing Budget will be recommended by the Organizing Committee and approved by the Executive Board. Within the approved budget, the CEO and her/his appointees spend and report monthly to Board and Officers.
- B. Reporting for the Organizing Budget shall be the same as reporting for the General Fund.
- C. Authorizing expenditures from the Organizing savings account must be recommended by the Organizing Committee or an Officer and must comply with all Local Union and International rules regarding proper uses of Organizing money. Organizing

expenditures from the Organizing Savings Account above \$5,000 must be approved by the Officers and reported to the Executive Board.

4. **Approval** of the Budget and Program Budgets will be by the Executive Board at a scheduled meeting.

Monitoring of the Budget and Financial Situation

1. The Union will provide timely monthly copies of year to date expenditures/income and savings for the General Fund, the Organizing Fund and others which may be developed.
2. There will be a written explanation of any line item or Category which is more than ten percent over budgeted amount.
3. Written reports of Trustees will be made available to the Executive Board.
4. Meetings will be scheduled to ask questions regarding the Auditor's annual report and management letter.

Information Available to Members *

1. All financial reports or audits will be available to members at each local office upon request.
2. Budget and Finance Committee meeting documents and reports that have been approved by the Executive Board will be posted on the 521 website.
3. All members are invited to any input meetings listed in this policy (except Personnel Issues and Litigation Issues). The Local Union will post the times and dates on the website.

* Occasionally due to legal or personnel issues certain information will be confidential. Trustees may have access at any time.

SEIU Local 521
Budget for 2010b - 7 months

Approved
5/25/10

	A	B	D	E
1			Average 1 month	7 months Total
2				
3	Headcoun	TOTAL DUES RECEIPTS	2,471,384	17,299,690
4	57,740	OTHER INCOME		
5		Interest & Dividends	868	6,073
6		SMIHSS Administrative Reimbursement	6,150	43,050
7		Sublease Rent	8,061	56,430
8		Misc. Income - SEIU Int'l subsidy	2,431	17,014
9		Total Misc. Income	17,510	122,567
10		TOTAL GENERAL FUND INCOME	2,488,894	17,422,257
11		GENERAL FUND EXPENSES		
12		ORGANIZING OFFSET	320,848	2,245,936
13		SALARIES		
14	4	Administrative	31,008	217,053
15	7	Admin Support	34,696	242,871
16	13	Directors	104,197	729,379
17	50	Internal Organizers	223,744	1,566,206
18	5	CED	24,742	173,192
19	4	CESA	18,489	129,423
20	3	Communication	12,998	90,983
21	2	Research	9,061	63,426
22	3	Political	13,056	91,393
23	18	Clerical	74,670	522,690
24	2	Facilities	10,777	75,440
25	6	Data Base Services	25,883	181,180
26		Temp. Internal Organizers/Research	248	1,735
27		Temp. Clerical/Support	143	1,002
28		Vacation & Comp Time	20,831	145,819
29	117	Total Salaries	604,542	4,231,791
30		PAYROLL RELATED EXPENSES		
31		Pension	72,657	508,597
32		Payroll Taxes Expenses	83,805	586,635
33		Travel Staff-Admin	4,497	31,481
34		Travel Staff- Internal Organizers	5,082	35,572
35		Mileage/Ins. Reimb.-Admin & Director	396	2,775
36		Mileage/Ins. Reimb.-Internal Organizers	13,047	91,327
37		Telephone Reimbursement	6,978	48,845
38	9	Retiree Health Exp	6,990	48,933
39	0	Retire Benefit Trust Fund	1	7
40		Benefits(Health, Dental, Vision,life,401K,FI	250,384	1,752,685
41		Workers Comp Insurance	14,731	103,120
42		Recruiting exp	660	4,623
43		Total Payroll Related Expenses	459,228	3,214,599
44		Total Salaries & Payroll Expenses	1,063,770	7,446,390

SEIU Local 521
Budget for 2010b - 7 months

Approved
5/25/10

	A	B	D	E
1			Average 1 month	7 months Total
2				
45				
46		MISCELLANEOUS		
47		Agency Fee/Assoc. Exp.	30,000	210,000
48		Capital Fund Expense	1,000	7,000
49		Admin exp share w. chapter	423	2,963
50		Free Life insurance to members (SCR, MRY)	4,341	30,384
52		Dodge Scholarship	1,250	8,750
53		Computer Database Unionwares	4,938	34,563
54		MRC - IHSS	15,000	105,000
55		Bill Shawhan	10,000	70,000
57		Total Miscellaneous	66,951	468,659
58				
59		ARBITRATIONS & LEGAL		
60		Arbitrations Fees	14,133	98,933
61		Retainer	24,944	174,605
63	57,740	Automatic Legal Defense Fund (\$0.25 per n	14,273	99,911
64		Total Arbitrations & Legal	53,350	373,449
65				
66		FACILITIES		
67		Rent-SJC	37,481	262,365
68		Rent-SQL	4,295	30,063
69		Rent - Monterey & Parking	310	2,169
70		Rent-Santa Cruz, Watsonville & Hollister	5,919	41,433
71		Rent-Visalia	1,163	8,138
72		Utilities	10,480	73,359
73	*	Kitchen Sundries	1,814	12,696
74		Gen. Liab. Ins. & Property Tax	14,918	104,423
75		Building Maintenance/Security/Janitorial	15,677	109,739
76		Total Admin - Facilities	92,055	644,387
77				
78		ADMINISTRATIVE - OFFICES		
79		Audit/Acct. Fees	11,607	81,252
80		Staff NEG Consultant	1,000	7,000
81		Subscriptions	225	1,572
82		Office Sundries	8,769	61,384
83		Office Equipment Leases	17,001	119,006
84		Equipment Maintenance & Repair Contracts	6,739	47,175
85		Contributions	259	1,810
86		Research Material & Data	897	6,278
88		Total Admin - Offices	46,497	325,476
89				
90		COMMUNICATIONS		
91		Printing	5,319	37,236
92		Paper	1,548	10,835
93		Website/Station/communication	304	2,129
94		Telephone & Internet	16,678	116,745
95		Postage	6,018	42,123

SEIU Local 521
Budget for 2010b - 7 months

Approved
5/25/10

	A	B	D	E
1			Average 1 month	7 months Total
2				
96		Professional Fees/Translations	376	2,629
97		Total Communications	30,242	211,697
98				
99		CONFERENCES/MILEAGE		
100		Staff-Misc. Conf/Seminar	280	1,959
101		Exec. Board-Conferences	-	-
102		Misc. Members-Reimbursed	-	-
103		Total Conferences/Mileage	280	1,959
104				
105		STAFF MEETING & TRAINING	-	
106		Staff / Director Training	2,624	18,371
107	*	Staff - representation & political & commun	2,606	18,243
108	*	Clerical Staff	152	1,065
109		Executive Staff	-	-
110		Tuition Reim.-Internal Organizers	-	-
111		Tuition Reim.-OPEIU	80	562
112		Total Staff Training	5,463	38,241
113				
114		EDUCATION & TRAINING		
115	*	Steward & Chief Steward Training	171	1,197
116		Executive Board	-	-
117		Education & Training Committee Meeting &	16	113
118		Industry Training Events	959	6,714
119		Total Education & Training	1,146	8,024
120				
121		POLITICAL/SOCIAL INVOLVEMENT		
122	40,000	Candidates Account (\$0.1 per member per n	7,936	55,552
123	40,000	Issues Account (\$0.1 per member per month	-	-
124		Legal	2,962	20,735
125	*	Committee Meetings	668	4,673
126		Conferences	-	-
127		Electoral Staff/ Activity	-	-
128		Polls & Surveys	-	-
129		Special Printing	16	114
130		Subscriptions	-	-
131		Total Political/Social Involvement	11,582	81,073
132				
133		SOCIAL & ECONOMIC JUSTICE		
134		Committee Meetings	90	630
135		Conferences	-	-
136		Contributions/Solidarity	600	4,200
137	57,740	Caucus Activities	6,134	42,941
138		Total Social & Economic Justice	6,824	47,771
139				
140		MEMBER INVOLVEMENT		
141		Memorabilia/Give away Member Pride	1,000	7,000
142		Awards/Recognition	13	91

SEIU Local 521
Budget for 2010b - 7 months

Approved
5/25/10

	A	B	D	E
1			Average 1 month	7 months Total
2				
143		Ex Board / Advisory Board Reimbursement	42	291
144		Rally Rental & Bus	835	5,842
145		Member Reimbursement/Lost time	673	4,709
146		Transportation & Vehicle Expenses	1,452	10,167
147		Total Member Involvement	4,014	28,101

SEIU Local 521
Budget for 2010b - 7 months

Approved
5/25/10

	A	B	D	E
1			Average 1 month	7 months Total
2				
148				
149		NEGOTIATIONS		
150		Printing Contracts	-	-
151	*	Meetings & Supplies	1,166	8,163
152		Strike Preparations	-	-
153	40,000	Automatic Strike Fund Transfer (\$0.50 per r	10,000	70,000
154		Total Negotiations	11,166	78,163
155				
156		MEETINGS & EVENTS		
157		Executive Board Meetings	1,000	7,003
158	*	Steward/Council meetings	443	3,100
159	57,740	521 Party & other events	-	-
160		Officer Election/Special Localwide event	-	-
161		Industries & Members conference	246	1,723
162		Miscellaneous	-	-
163		Total Meetings & Events	1,689	11,826
164				
165		REPRESENTATIVE DUES		
166	57,740	SEIU \$7.65 ea	437,019	3,059,134
167	55,740	SEIU Unity Fund \$5.00ea	272,659	1,908,611
168	200	SEIU Retirees \$1.00ea	400	2,800
169	57,740	SEIU/ State Council-\$2.53ea	143,310	1,003,167
170	950	Nurse Alliance \$1.45ea	934	6,538
171	23,500	So Bay CLC \$0.55ea	12,437	87,060
172	3,800	SMCO CLC \$0.60ea	2,152	15,065
173	7,000	Fresno CLC \$0.45ea	2,857	19,996
174	6,500	Bakersfield CLC \$0.25ea	1,526	10,685
175	6,500	Monterey & Santa Cruz LC \$0.55ea	3,460	24,221
176	110	Tuolumne CLC	55	386
177	57,740	CA Labor Fed 25% X .47ea	5,021	35,147
178		Building Trades-SMCO	300	2,100
179		Total Representative Dues	882,130	6,174,912
180				
181		TOTAL EXPENSES	2,598,009	18,186,064
182				
183		TOTAL INCOME LESS TOTAL EXPEN	(109,115)	(763,807)
184				
185		VOLUNTARY TRANSFERS		
186		Building Funds	5,000	35,000
187		Strike Fund	-	-
188		Total Transfers	5,000	35,000
189		TOTAL INCOME LESS EXPENSES & T	(114,115)	(798,807)