

Financial Supplement



New York State Public Employees Federation, Subsidiaries and Affiliates

CONSOLIDATED SCHEDULE OF CHARGEABLE AND NONCHARGEABLE EXPENSES For the Year Ended March 31, 2003

Independent Auditors' Report



Marvin and
company, p.c.

CERTIFIED PUBLIC ACCOUNTANTS AND CONSULTANTS

New York State Public Employees Federation and Subsidiaries

**Consolidated Schedule of
Chargeable Expenses and Non-chargeable Expenses**

Year Ended March 31, 2003



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Report of Independent Auditors

Officers and Trustees
New York State Public Employees Federation

We have audited, in accordance with U.S. generally accepted auditing standards, the consolidated financial statements of New York State Public Employees Federation and Subsidiaries (the Federation) for the year ended March 31, 2003, and have issued our report thereon dated May 29, 2003. We have also audited the accompanying consolidated schedule of chargeable and nonchargeable expenses for the purpose of calculating agency shop fee refunds for the year ended March 31, 2003. This schedule is the responsibility of the Federation's management. Our responsibility is to express an opinion on this schedule based on our audit.

We conducted our audit of the schedule in accordance with U.S. generally accepted auditing standards. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the consolidated schedule of chargeable and nonchargeable expenses is free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the consolidated schedule of chargeable and nonchargeable expenses. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall schedule presentation. We believe that our audit provides a reasonable basis for our opinion.

Under law, individuals are entitled to a refund of the pro rata share of agency shop fees spent by the

Federation in aid of causes of a political and ideological nature, which are only incidentally related to the terms and conditions of employment. We have been informed by management that the Federation bases the determination of nonchargeable expenses for the calculation of its refunds, on the definitions in Note 2 and the significant factors and management assumptions described in Note 3, and that these factors and assumptions are based on management's interpretation of legal precedent.

In our opinion, the consolidated schedule of chargeable and nonchargeable expenses presents fairly, in all material respects, the consolidated allocable expenses and allocation between chargeable and nonchargeable expenses of New York State Public Employees Federation and Subsidiaries for the year ended March 31, 2003, in accordance with the definitions, significant factors and management assumptions referred to above.

This report is intended to be used in connection with the calculation of agency shop fee refunds by the Federation and is intended solely for the information and use of those who are knowledgeable of the Federation's agency shop fee refund policies and procedures and is not intended to be and should not be used by anyone other than these specified parties.

Marvin and Company, P.C.

November 21, 2003

**NEW YORK STATE PUBLIC EMPLOYEES
FEDERATION AND SUBSIDIARIES
CONSOLIDATED SCHEDULE OF CHARGEABLE AND
NONCHARGEABLE EXPENSES
FOR THE YEAR ENDED MARCH 31, 2003**

Expenses	Total Allocable Expenses	Chargeable Expenses	Non Chargeable Expenses
Divisional distributions	\$ 933,082	\$ 466,316	\$ 466,766
Affiliation dues	192,988	161,621	31,367
Salaries	7,277,217	6,335,991	941,226
Union leave	775,613	661,029	114,584
Payroll taxes	663,596	578,144	85,452
Employee benefits	2,436,197	2,107,385	328,812
Staff travel	298,336	251,577	46,759
Automobile expense	184,636	175,367	9,269
Program related travel	1,655,240	1,523,867	131,373
Earned organization leave	461,121	402,760	58,361
Reproduction	112,005	97,505	14,500
Printing	340,412	273,928	66,484
Postage	576,501	467,440	109,061
Office supplies	115,985	102,076	13,909
Telephone and communications	347,632	282,147	65,485
Office rent and parking	565,130	496,002	69,128
Utilities	111,554	97,003	14,551
Janitorial	77,851	67,480	10,371
Maintenance and repairs	64,427	54,582	9,845
Equipment rental	8,799	7,163	1,636
Minor equipment purchases	24,610	22,253	2,357
Computer fees	68,694	54,442	14,252
Advertising	1,015,473	916,712	98,761
Photographic supplies	7,844	6,508	1,336
Periodicals and membership fees	34,036	28,028	6,008
Books and reference material	45,512	40,487	5,025
Insurance	112,410	97,585	14,825
Outside temporary hires	30,116	24,343	5,773
Steno and transcript fees	18,968	17,480	1,488
Miscellaneous	46,452	37,754	8,698
Arbitration	164,007	162,367	1,640
Political and associated contributions	355,658	---	355,658
COPE expense	59,179	---	59,179
Charitable and other contributions	44,698	---	44,698
Negus Trust expense	5,007	---	5,007
Outside legal fees	57,525	51,772	5,753
Depreciation and amortization	487,125	407,139	79,986
Interest expense	80,905	67,620	13,285
Real estate taxes	81,938	68,484	13,454
Scholarships	40,000	---	40,000
Professional and consultant fees	181,585	154,699	26,886
P.E.F. World Trade Center Relief Fund financial assistance expense	43,915	---	43,915
World Trade Center memorial expense	<u>17,250</u>	<u>14,020</u>	<u>3,230</u>
Total Expenses	<u>\$ 20,221,229</u>	<u>\$ 16,781,076</u>	<u>\$ 3,440,153</u>
Percentages	<u>100.00%</u>	<u>82.99%</u>	<u>17.01%</u>



New York State Public Employees Federation and Subsidiaries

Notes to Chargeable Expenses and Non-chargeable Expenses

March 31, 2003

1. NATURE OF ACTIVITIES AND SIGNIFICANT ACCOUNTING POLICIES

The New York State Public Employees Federation (PEF) is affiliated with the American Federation of Teachers (AFT) and the Service Employees International Union (SEIU). PEF is a self-governing unit representing predominantly the professional, scientific, and technical employees of the State of New York. The majority of revenues are from membership dues and agency shop fees.

The consolidated schedule of chargeable and nonchargeable expenses for the year ended March 31, 2003 includes the accounts of PEF and its subsidiaries, PEF Land Holding Corporation and P.E.F. World Trade Center Relief Fund. PEF Land Holding Corporation is a not-for-profit corporation formed to hold title to the land and office building used to house PEF's headquarters. P.E.F. World Trade Center Relief Fund is a not-for-profit organization formed to provide financial assistance to surviving members of the World Trade Center disaster. Transactions between the entities have been eliminated.

PEF and its subsidiaries adhere to generally accepted accounting principles as described in the AICPA Audit and Accounting Guide, "Not-for-Profit Organizations" published by the American Institute of Certified Public Accountants.

PEF is a labor union exempt from federal income tax under Section 501(c)(5) of the Internal Revenue Code (the Code). PEF Land Holding Corporation is a title holding corporation and is exempt from federal income tax under Section 501(c)(2) of the Code. P.E.F. World Trade Center Relief Fund is a not-for-profit organization exempt from federal income tax under Section 501(c)(3) of the Code.

Property, plant and equipment are stated at cost less accumulated depreciation. Depreciation is provided for in amounts sufficient to relate the cost of depreciable assets to operations using the straight-line method over the following estimated useful lives:

	<i>Year</i>
Building and improvements	31.5
Furniture, fixtures and equipment	3-10
Automobiles	3-10
Computer equipment	3-10

Maintenance and repairs are charged to operations when incurred; betterments and renewals are capitalized. When property, plant and equipment are sold or otherwise disposed of, the asset account and related accumulated depreciation are relieved, and any gain or loss is included in operations.

Individuals are entitled to a refund of the pro rata share of agency shop fees spent by PEF in aid of causes of a political and ideological nature, which are only incidentally related to the terms and conditions of employment. PEF bases the determination of nonchargeable expenses for the calculation of its refunds on the definitions in Note 2 and the significant factors and management assumptions described in Note 3.

2. DEFINITIONS

Chargeable Expenses

Chargeable expenses are those incurred by PEF that reflect the share of the costs of operations of PEF which are considered necessarily and reasonably incurred for the purpose of assisting PEF and local divisions in the performance of their duties as representatives of the employees in dealing with the employer on labor management issues, including the costs of: negotiating and administering the collective

bargaining contract; settling grievances and disputes by mutual agreement, or in arbitration, court or otherwise; activities and undertakings normally and reasonably employed to implement the duties of the local union or council as representative of the employees in the bargaining unit; and the maintenance of PEF's local divisions' associational existence.

The following are examples of expenditures classified as chargeable; preparation for and negotiation of collective bargaining agreements; contract administration including investigation and processing grievances; meetings, conferences, administrative, arbitral and court proceedings, and pertinent investigation and research in connection with work-related subjects and issues; handling work-related problems of employees; communications with community organizations, civic groups, government agencies, and the media with respect to PEF's position on work related matters; lobbying and legislative activities with respect to matters concerning employees' work-related issues; maintaining membership and recruitment of members; employee group programs; and providing legal, economic, and technical expertise on behalf of employees in all work-related matters.

Nonchargeable Expenses

Nonchargeable expenses are those of a political or ideological nature and those that are not relevant to work-related interests of employees. The term "political" is defined as support for or against candidates for political office of any level of government and any office in the union structure. The term "ideological" is defined as support for or against certain positions that PEF may take which are not work-related.

3. SIGNIFICANT FACTORS AND MANAGEMENT ASSUMPTIONS USED IN THE ALLOCATION OF EXPENSES BETWEEN CHARGEABLE AND NONCHARGEABLE

Divisional Distributions

Divisional distributions represent allocations to local organizations of PEF members. Each division was paid \$5.88 per member up to 200 members and \$4.70 for each member in excess of 200, in each calendar quarter for the year ended March 31, 2003. This expense is considered by management to be 50% nonchargeable.

Political, Charitable and Other Contributions

All contributions are considered by management to be 100% nonchargeable.

Scholarship Fund Committee

All actual expenses associated with this committee, including employee organizational leave and travel expenses, have been considered by management to be 100% nonchargeable.

Departments

Based on estimates of time spent and expenses incurred for each department in connection with nonchargeable activities, management has designated the following allocation of nonchargeable expenditures for each department:

Data Processing	-
30%	nonchargeable
Legislative Department	-
97%	nonchargeable
Executive Board	-
10%	nonchargeable
Building Department	-
16.42%	nonchargeable
11 Field Offices	-
5%	nonchargeable
Civil Service Enforcement	-
14%	nonchargeable
Legal Department	-
10%	nonchargeable
Labor Relations Department	-
16.42%	nonchargeable
Divisions Department	-
1%	nonchargeable
Public Relations Department	-
18%	nonchargeable
Plant Fund	-
16.42%	nonchargeable
Accounting Department	-
16.42%	nonchargeable
Nurse Organizer	-
10%	nonchargeable
Executive Department	-
16.42%	nonchargeable
Health and Safety	-
2%	nonchargeable
Contract Administration	-
1%	nonchargeable
Education and Mobilization	-
1%	nonchargeable
Job Security	-
10%	nonchargeable
PEF Land Holding Corp. Fund	-
16.42%	nonchargeable

All other departments' expenses are considered by management to be 100% chargeable. Management has determined that interest expense accrued on the AFT

judgment, discussed in paragraph 5 of the Independent Auditors' Report on the consolidated financial statements, is not considered allocable for purposes of this schedule.

4. RECONCILIATION OF TOTAL ALLOCABLE EXPENSES TO THE CONSOLIDATED FINANCIAL STATEMENTS

Allocable expenses per the financial statements:

Total consolidated expenses per financial statements	\$ 19,095,159
Divisional distributions	933,082
Affiliation dues	<u>192,988</u>
Total Allocable Expenses - Consolidated Schedule of Chargeable and Nonchargeable Expenses	<u>\$ 20,221,229</u>

Per capita taxes paid to AFT and SEIU are not considered allocable for purposes of this schedule because separate allocation schedules, audited by other auditors, are prepared for these unions. PEF utilizes the nonchargeable percentages determined in the most recent schedules to compute the rebate related to the portion of agency shop fees paid to AFT and SEIU. AFT's nonchargeable percentage for the year ended April 30, 2003, applied to the 2002-03 fiscal year was determined to be 30.04%; SEIU's nonchargeable percentage for the year ended December 31, 2002 applied to the 2002-03 fiscal year was determined to be 28.42%.

American Federation of Teachers, AFL-CIO

**Combined Statement of General Fund, Militancy/Defense Fund Expenses and
Allocation Between Chargeable Expenses and Non-chargeable Expenses**

Year Ended April 30, 2003



CERTIFIED PUBLIC ACCOUNTANTS AND BUSINESS ADVISORS
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Report of Independent Auditors

The Secretary-Treasurer American Federation of Teachers, AFL-CIO

We have audited the accompanying combined statement of General Fund and Militancy/Defense Fund expenses and allocation between chargeable expenses and nonchargeable expenses of the American Federation of Teachers, AFL-CIO (the Federation) for the year ended April 30, 2003. This combined statement is the responsibility of the Federation's management. Our responsibility is to express an opinion on this combined statement based on our audit.

We conducted our audit of this combined statement in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform an audit to obtain reasonable assurance about whether the combined statement is free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the statement. An audit also includes assessing the accounting principles used and significant estimates made by the Federation's management, as well as evaluating the overall presentation of the combined statement. We believe that our audit provides a reasonable basis for our opinion.

The total expenses reflected in Column A of the combined statement are based on the expenses

of the Federation for the year ended April 30, 2003, as modified for the accounts and funds described in Note 1b. The allocation of combined expenses between chargeable (column B) and non-chargeable (column C) is based on the definitions and significant factors and assumptions described in Notes 2 and 3.

In our opinion, the combined statement referred to above presents fairly, in all material respects, the combined expenses of the American Federation of Teachers, AFL-CIO for the year ended April 30, 2003, as modified for the accounts and funds described in Note 1b, and the allocated combined expenses between chargeable and non-chargeable expenses, on the basis of the definitions and significant factors and assumptions described in Notes 2 and 3.

This report is intended solely for the information and use of the American Federation of Teachers, AFL-CIO and its agency fee payers, outside the State of California, and is not intended to be and should not be used by anyone other than these specified parties.

CALIBRE CPA GROUP, PLLC

July 15, 2003

American Federation of Teachers, AFL-CIO

Combined Statement of General Fund and Militancy/Defense Fund Expenses and Allocation Between Chargeable Expenses and Non-Chargeable Expenses

Year Ended April 30, 2003

	Column A Total Expenses	Column B Chargeable Expenses	Column C Non-Chargeable Expenses	Notes
Direct Expenses				
Salaries	\$ 25,704,936	\$ 20,360,129	\$ 5,344,807	3a
Fringe benefits	9,162,200	7,218,293	1,943,907	3b
Payroll and other taxes	1,768,019	1,398,989	369,030	3b
Severance and vacation pay	198,443	157,023	41,420	3b
Travel and related expenses	7,312,093	6,764,540	547,553	3b
Dues, donations, and membership fees	1,968,013	---	1,968,013	3c
Publications:				
<i>American Teacher</i>	2,373,730	1,028,696	1,345,034	3d
<i>American Educator</i>	1,359,432	941,314	418,118	3d
<i>Healthwire</i>	154,811	101,481	53,330	3d
<i>Public Service Reporter</i>	226,787	72,232	154,555	3d
<i>On Campus</i>	496,318	131,678	364,640	3d
<i>Reporter</i>	297,001	223,725	73,276	3d
Mass and electronic media				
information services	3,456,302	1,476,451	1,979,851	3e
"Where We Stand" column	720,892	360,446	360,446	3f
AFT-COPE and related activities	3,990,164	---	3,990,164	3g
Affiliation fees	8,014,410	---	8,014,410	3h
Educational training programs	547,385	510,070	37,315	3i
Regional conferences and training	1,736,243	1,736,243	---	3i
QuEST Conference	30,688	30,688	---	3i
Assistance and collective bargaining	23,725,519	23,725,519	---	3j
State federation rebates	1,881,931	1,881,931	---	3k
Militancy Fund	86,551	---	86,551	3l
Defense Fund	3,015,383	1,652,349	1,363,034	3m
Legal, audit, and consulting				
expenses - agency shop	75,426	75,426	---	3n
Legislative activities	381,275	---	381,275	3o
Public affairs activities	246,958	---	246,958	3o
Member benefits activities	652,955	---	652,955	3o
International affairs activities	480,560	---	480,560	3o
Convention and executive council meetings	1,660,847	1,660,847	---	3p
Departmental meetings	4,180,661	2,529,176	1,651,485	3q
Regional offices	<u>207,376</u>	<u>201,982</u>	<u>5,394</u>	3r
Total direct expenses	<u>\$ 106,113,309</u>	<u>\$ 74,239,228</u>	<u>\$ 31,874,081</u>	

See report of independent auditors and accompanying notes to combined statement.

American Federation of Teachers, AFL-CIO

**Combined Statement of General Fund and Militancy/Defense Fund Expenses
and Allocation Between Chargeable Expenses and Non-Chargeable Expenses**

Year Ended April 30, 2003

	Column A Total Expenses	Column B Chargeable Expenses	Column C Non-Chargeable Expenses	Notes
General, administrative, and operating expenses				3s
National office and equipment rental	\$ 1,348,514	\$ 943,450	\$ 405,064	
Depreciation and amortization	1,124,686	786,855	337,831	
Repairs and maintenance	287,154	200,899	86,255	
Information technology expenses	240,516	168,270	72,246	
Computer implementation/AFTECH	907,333	634,790	272,543	
General insurance	1,481,599	1,036,560	445,039	
Other committee meeting expenses	56,673	39,650	17,023	
Legal, audit, and consulting expenses	2,593,183	1,814,248	778,935	
Postage, express and delivery, and telephone	492,538	344,591	147,947	
Office supplies, subscriptions, books, and other expenses	1,595,599	1,116,317	479,282	
Office renovation expenses	<u>192,939</u>	<u>134,984</u>	<u>57,955</u>	
Total general, administrative, and operating expenses	<u>10,320,734</u>	<u>7,220,614</u>	<u>3,100,120</u>	
 Total expenses	 <u>\$ 116,434,043</u>	 <u>\$ 81,459,842</u>	 <u>\$ 34,974,201</u>	
	<u>100%</u>	<u>69.96%</u>	<u>30.04%</u>	

See report of independent auditors and accompanying notes to combined statement.

American Federation of Teachers, AFL-CIO

Notes to Combined Statement of General Fund and Militancy/ Defense Fund Expenses and Allocation Between Chargeable Expenses and Non-chargeable Expenses

Year Ended April 30, 2003

NOTE 1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

a. **Basis of Presentation** – The accompanying combined statement was prepared for the purpose of determining the fair share cost of services rendered by the American Federation of Teachers, AFL-CIO (the Federation) for employees represented by, but not members of, the Federation and its affiliated local unions. The accompanying combined statement is not intended to be a complete presentation of the Federation's financial position, changes in its net assets, or its cash flows in accordance with generally accepted accounting principles.

b. **Accounts and Funds Excluded from the Combined Statement** – The expense of providing accident and liability insurance to members and agency fee payers is recovered through premium charges to locals and has been excluded from the combined expense statement. Rent and various other operating expenses associated with the subletting operations of the Federation, which are accounted for in the Federation's Building Fund, have been excluded from the combined expense statement.

c. **Income Taxes** – The Federation is exempt from federal income taxes under Section 501 (c)(5) of the Internal Revenue Code, except on net income from unrelated business activities.

d. **Retirement Plans** – The Federation contributes a percentage of eligible employees' salaries to retirement plans. The Federation follows the practice of recording as expense its required contributions under such plans in each fiscal year.

e. **Severance and Accumulated Vacation** – The Federation accrues accumulated severance and vacation expense as it is earned by its employees under various contracts and agreements.

f. **Depreciation and Amortization** – Depreciation and amortization are computed using the straight-line method over the estimated useful lives of the assets.

g. **Leases** – The Federation occupies office space in a building which is owned by a limited partnership of which the Federation, through its wholly owned subsidiary, 555 New Jersey Avenue, N.W., Inc., is the controlling partner. Annual rental payments were approximately \$1,112,000 of which 97 percent or approximately \$1,077,000, is charged to the General Fund based on the space occupied by the Federation.

h. **Use of Estimates in the Preparation of Financial Statements** – The preparation of financial statements requires management to make estimates and assumptions that affect the reported expenses during the reporting period and the allocation of expenses between chargeable and

non-chargeable. Actual results could differ from those estimates.

NOTE 2. DEFINITIONS

The following definitions of chargeable and non-chargeable expenses are based on existing law and the Federation's interpretation of court cases.

Chargeable Expenses – Chargeable expenses are those incurred by the Federation that reflect the share of the costs of operations of the Federation which are considered necessarily and reasonably incurred for the purpose of assisting state federations and local unions and councils in the performance of their duties as a representative of the employees in dealing with the employer on labor management issues, including the costs of: negotiating and administering the collective bargaining contract; settling grievances and disputes by mutual agreement, or in arbitration, court or otherwise; activities and undertakings normally and reasonably employed to implement the duties of the local union or council as representative of the employees in the bargaining unit; and the maintenance of the Federation's, state federations', local unions' and councils' associational existence.

The following are examples of expenditures classified as chargeable: preparation for and negotiations of collective bargaining agreements; contract administration

including investigating and processing grievances; meetings, conferences, administrative, arbitral and court proceedings, and pertinent investigation and research in connection with work-related subjects and issues; handling work-related problems of employees; communications with community organizations, civic groups, government agencies, and the media regarding the Federation's position on work-related matters; maintaining membership; employee group programs; and providing legal, economic, and technical expertise on behalf of employees in all work-related matters.

Non-chargeable Expenses – Non-chargeable expenses are those of an ideological or political nature and those that are not germane to work-related interests of employees.

The term “political” is defined as support for or against candidates for political office of any level of government and any office in the union structure. The term “ideological” is defined as support for or against certain positions that the union may take which are not work-related.

The following expenses are classified as non-chargeable: lobbying, electoral or political activities outside the limited context of contract ratification or implementation; litigation expenses that do not concern the objecting employees' bargaining unit; and public relations efforts designed to enhance the reputation of the teaching profession.

NOTE 3. SIGNIFICANT FACTORS AND ASSUMPTIONS USED IN THE ALLOCATION OF COMBINED EXPENSES BETWEEN CHARGEABLE AND NON-CHARGEABLE

a. **Salaries** – Salary expenses of

the Committee on Political Education (COPE), legislative, public affairs, international affairs, and member benefit departments have been determined to be 100 percent nonchargeable. Salary expenses of executives, editorial department editors and administrative staff, as well as salary expenses for personnel responsible for the library, office management, finance, travel and meetings, and the print shop have been allocated between chargeable and non-chargeable activities based on time spent by personnel on such activities. The salaries of office and clerical personnel are allocated between chargeable and non-chargeable in the same percentage as their supervisors.

b. **Fringe Benefits, Payroll and Other Taxes, Severance and Vacation Pay, and Travel and Related Expenses** – These expenses are allocated on the basis of salary expense allocations described in Note 3a above.

c. **Dues, Donations, and Membership Fees** – Dues, donations, and membership fees to all organizations are considered to be 100 percent non-chargeable.

d. **Publications** – Direct printing and publishing expenses of the publications are allocated based on the specific content of articles in the publications as determined by the Federation's editorial department. Expenses allocable to articles considered political or ideological in nature are deemed not to benefit non-members and are non-chargeable. Expenses allocable to reporting on legislative and lobbying activities, litigation activities, public relations activities, illegal strike activities, and articles relating to enhancement of the reputation of the teaching profession as a whole are non-chargeable. The content of

articles deemed chargeable were reviewed by editorial staff and are directly related to issues in collective bargaining, contract administration, and grievance matters. Chargeable articles include topics such as collective bargaining contracts negotiated by locals throughout the country and arbitrations won by the Federation's locals. Chargeable articles also include topics such as salary and fringe benefit improvements, health and welfare areas such as asbestos removal, etc. Other chargeable articles deal with specific topics like class size and educational reform issues on new and advanced methods of classroom instruction. Expenses allocable to advertising, net of advertising revenue, are considered non-chargeable.

e. **Mass and Electronic Media Information Services** – Mass and electronic media information services promote the union and provide a method of disseminating information on union activities in areas of collective bargaining, contract administration, and grievance matters. Media is also used to explain the Federation's positions in educational reform on such issues as educational changes in the profession, class size, modern methods of teaching and school structure, financial improvements, educational accountability issues, and educational restructuring of schools. These expenses are considered to be 100 percent chargeable. Publicity and public relations on the subject of enhancing the reputation of the teaching profession as a whole are non-chargeable.

f. **“Where We Stand” Column** – Direct publishing expenses of the monthly “Where We Stand” articles in various newspapers and periodicals written by the president of the Federation on contract administration, collective

bargaining, and matters directly affecting wages, hours, and working conditions are allocated based on the specific content of the articles. Expenses allocable to articles considered political or ideological in nature, or pertaining to general public relations of the teaching profession, or to enhance the reputation of the teaching profession as a whole are non-chargeable.

g. **AFT-COPE and Related Activities** – Contributions to the Federation's Committee on Political Education (COPE) Fund and related expenses are considered to be 100 percent non-chargeable.

h **Affiliation Fees** – Affiliation fees are considered to be 100 percent non-chargeable.

i. **Educational Training Programs and Conferences** – Educational training programs and conferences are for local, state, and national staff and are to enhance staff skills in collective bargaining, grievance handling, and contract administration. These educational training programs and conferences are considered to be 100 percent chargeable, except that items of a political or public relations nature contained within the programs are non-chargeable.

The Quality in Education Standards (QuEST) conference is a biennial conference that concentrates on educational reform and new instructional methods. As this conference focuses on education related issues, the related expenses are considered to be 100 percent chargeable.

j. **Assistance and Collective Bargaining** – Expenses of

organizing, collective bargaining, assistance to local unions, grievance handling, contract administration, etc. are 100 percent chargeable.

k. **State Federation Rebates** – State federation rebates are required by the Federation's constitution and are therefore 100 percent chargeable. These funds are to be used to hire staff at the state and local level, to negotiate collective bargaining agreements, and to enforce contract administration. Also, funds are used to service members directly.

L. **Militancy Fund** – The Militancy Fund supports members and locals involved in strikes. These expenses are considered to be 100 percent non-chargeable.

m. **Defense Fund** – The Defense Fund is a legal defense fund available to members and non-members which grants assistance to local and state bodies to help protect the rights of teachers, career service personnel, and other educational workers, as well as health care and federal, state, and local employees. Matters involving contract administration, grievance handling, and litigation involving the defense of the Federation are considered to be chargeable. Expenses of litigation unrelated to an objecting employee's unit and not germane to the Federation's duties as exclusive bargaining representative are not considered to be chargeable as defined in Lehnert v. Ferris Faculty Association (1991). This fund is administered through a committee comprised of Vice

Presidents, the Secretary-Treasurer and the General Counsel, all of the Federation.

n. **Legal, Audit, and Consulting Expenses - Agency Shop** – Legal, audit, and consulting expenses - agency shop are fees paid to outside lawyers, auditors, and consultants for services directly relating to agency shop matters. These expenses are considered to be 100 percent chargeable.

o. **Legislative Activities, Public Affairs Activities, Member Benefits Activities and International Affairs Activities** – Activities related to legislative, public affairs, member benefits, and International affairs expenses are considered to be 100 percent nonchargeable.

p. **Convention and Executive Council Meetings** – Expenses related to the Federation's biennial convention and periodic Executive Council meetings are considered to be 100 percent chargeable.

q. **Departmental Meetings** – Departmental meetings expenses are allocated based on the chargeable percentages of the related departments, except that meeting expenses primarily for non-chargeable activities are considered to be 100 percent non-chargeable.

r. **Regional Offices** – Regional offices expenses are allocated based on the chargeable percentages of the regional office directors.

s. **General, Administrative, and Operating Expenses** – General, administrative, and operating expenses have been allocated to chargeable and non-chargeable expenses based on the same ratio as total direct expenses.



**SERVICE EMPLOYEES INTERNATIONAL UNION, AFL-CIO, CLC
UNITED STATES DIVISION**

**CONSOLIDATED STATEMENT OF EXPENSES AND ALLOCATION
BETWEEN CHARGEABLE EXPENSES AND NON-CHARGEABLE EXPENSES**

DECEMBER 31, 2002

**TOAL, RANES, DAVIS, JOSEY & KEATING, LLC
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Independent Auditors' Report

The Executive Board of the
Service Employees International
Union, AFL-CIO, CLC

We have audited the accompanying consolidated statement of expenses and allocation between chargeable expenses and non-chargeable expenses of the Service Employees International Union, AFL-CIO, CLC - United States Division (the International Union) for the year ended December 31, 2002. This consolidated statement is the responsibility of the International Union's management. Our responsibility is to express an opinion on this consolidated statement based on our audit.

We conducted our audit in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the consolidated statement is free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the statement. An audit also includes assessing the accounting principles used and significant estimates made by the International Union's management, as well as evaluating the overall presentation of the consolidated statement. We believe that our audit provides a reasonable basis for our opinion.

The total expenses reflected in Column A of the consolidated statement agree to the expenses in the audited consolidated financial statement of the International Union for the year ended December 31, 2002, as modified to remove from expenses the per capita tax rebates paid to local unions of \$9,687,243, political expenses paid from voluntary contributions of \$5,365,162, expenses of \$915,294 relating to the SEIU Communications Center,

Inc., a wholly owned subsidiary that functions independent from the International Union and expenses associated with the Eastern and Western Regional Conferences amounting to \$259,092, which were paid from funds transferred upon the dissolution of the Conference affiliates. The allocation of expenses between chargeable (Column B) and non-chargeable (Column C) is based on the definitions and significant factors and assumptions described in Notes 2 and 3.

In our opinion, the consolidated statement referred to above present fairly, in all material respects, the consolidated expenses of the Service Employees International Union, AFL-CIO, CLC - United States Division for the year ended December 31, 2002, modified as discussed in the preceding paragraph and the allocated consolidated expenses between chargeable and non-chargeable expenses, on the basis of the definitions and significant factors and assumptions described in Notes 2 and 3.

This report is intended solely for the information and use of the Service Employees International Union, AFL-CIO, CLC and its agency fee payers and is not intended to be and should not be used by anyone other than those specified parties.

Toal, Ranes, Davis, Josey & Keating, L.L.C.

September 15, 2003

Service Employees International Union, AFL-CIO, CLC
United States Division
Consolidated Statement of Expenses and Allocation Between
Chargeable Expenses and Non-chargeable Expenses
Year Ended December 31, 2002

	<u>Column A</u> Total Expenses	<u>Column B</u> Chargeable Expenses	<u>Column C</u> Non-Chargeable Expenses	Notes
GENERAL FUND				
Personnel costs				
Organizing departments	\$ 19,868,652	\$ 19,868,652	\$ ---	3a
Field operations and campaign support	8,365,545	8,246,078	119,467	3a
Politics, government, and community	3,374,680	435,016	2,939,664	3a
Union communications	4,557,894	3,862,288	695,606	3a
Leader support	6,591,823	5,932,641	659,182	3a
Administrative and financial services	5,117,373	4,864,874	252,499	3a
Professional fees and expenses	6,751,239	5,563,008	1,188,231	3b
Administrative expenses	9,930,373	8,962,470	967,903	3c
Contributions	4,163,707	---	4,163,707	3d
Payments to locals				
Subsidies	6,845,295	6,845,295	---	3e
Per capita tax rebates	9,687,243	9,687,243	---	3e
Reimbursements	1,472,418	1,472,418	---	3e
Political subsidies	2,974,923	---	2,974,923	3f
Conferences and meetings	3,044,531	2,496,516	548,015	3g
Communications and media	1,373,182	947,496	425,686	3h
Special projects	75,347	75,347	---	3i
Affiliation fees and assessments	9,006,811	---	9,006,811	3j
Death gratuities	185,167	---	185,167	3k
Building expenses	1,344,346	1,213,314	131,032	3l
Member telephone calls and visibility	931,139	---	931,139	3m
Political fundraising	2,464,515	---	2,464,515	3n
State Council return	<u>694,987</u>	<u>694,987</u>	<u>---</u>	3o
Total General Fund	108,821,190	81,167,643	27,653,547	
STRIKE AND DEFENSE FUNDS	4,868,919	4,868,919	---	3p
POLITICAL EDUCATION AND ACTION FUNDS	10,142,700	---	10,142,700	3q
COMMITTEE ON POLITICAL EDUCATION	5,365,162	---	5,365,162	3q
UNITY FUND	18,975,161	18,975,161	---	3r
CONVENTION FUND	67,531	67,531	---	3s
LEGAL DEFENSE FUND	74,652	---	74,652	3t
CONFERENCE FUND EXPENSES	259,092	259,092	---	3u
SEIU COMMUNICATIONS CENTER, INC.	<u>915,294</u>	<u>---</u>	<u>915,294</u>	3v
Total expenses before modification	149,489,701	105,338,346	44,151,355	
LESS				
Per capita tax rebate payments to locals	(9,687,243)	(9,687,243)	---	
Political expenses paid from voluntary contributions	(5,365,162)	---	(5,365,162)	
Eastern Conference Fund expenses	(259,092)	(259,092)	---	
SEIU Communications Center, Inc.	<u>(915,294)</u>	<u>---</u>	<u>(915,294)</u>	
Total expenses, as modified	<u>\$133,262,910</u>	<u>\$95,392,011</u>	<u>\$37,870,899</u>	
	<u>100%</u>	<u>71.58%</u>	<u>28.42%</u>	

See accountants' report and notes to financial statements.



Service Employees International Union, AFL-CIO, CLC
United States Division

Consolidated Statement of Expenses and Allocation Between
Chargeable Expenses and Non-chargeable Expenses

December 31, 2002

NOTE 1 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Method of Accounting – The financial statement has been prepared on the accrual basis of accounting in accordance with generally accepted accounting principles.

Basis of Presentation – The accompanying consolidated statement of expenses and allocation between chargeable and non-chargeable expenses was prepared for the purpose of determining the fair share cost of services rendered by the Service Employees International Union, AFL-CIO - United States Division (the International Union) for employees represented by, but not members of, the International Union and its affiliated local unions. This statement is not intended to be a complete presentation of the International Union's financial position, or changes in its net assets and its cash flows in accordance with generally accepted accounting principles.

Financial Statement Presentation and Principles of Consolidation – The International Union records its transactions in various funds, each a self-balancing group of accounts. Each fund reflects only those transactions applicable to its designated functional area. The following fund designations are established by the International Union's Constitution or determined by management:

General Fund – Records all activity not accounted for in the other funds and includes the general operations of the International Union - U.S. Division and the operations of 1313 L

Street, N. W., Inc. (1313 L Street), a not-for-profit corporation formed to be a title holding corporation for the International Union's headquarters building. The General Fund includes the consolidated accounts of 1313 L Street. All significant intercompany account balances have been eliminated in consolidation.

Strike and Defense Funds – Established to financially assist local unions and members involved in strikes. In accordance with the International Union's constitution, local unions may withdraw their per capita payments from the Strike and Defense Local Fund after one year of making per capita payments.

Political Education and Action Funds (PEA) – Records all activities for political education and political action disbursed from per capita tax allocations.

Committee on Political Education – Records all activities for political contributions disbursed from net assets received with donor imposed restrictions.

Unity Fund – The Unity Fund is a segregated fund financed from local union per capita payments that is used to finance "breakthrough" campaigns, coordinated bargaining, and other activities designed to increase density in SEIU's core industries. The Unity Fund is divided among the Building Service, Health Care, and Public Services Divisions and a discretionary fund.

Convention Fund – Records all activities for the convention of the International Union which meets every four years.

Other Funds – Established to account for assets which have been internally segregated for specific purposes as determined by the Executive Board.

Depreciation and Amortization – Depreciation and amortization of property, equipment, and improvements are computed over the estimated lives of the respective assets using the straight-line method.

Tax Status – The International Union is exempt from federal income taxes, except on net income, if any, from unrelated business activities, under Section 501(c)(5) of the Internal Revenue Code. 1313 L Street is exempt from income tax, except on net income, if any, from unrelated business activities, under Section 501(c)(2) of the Internal Revenue Code.

NOTE 2 - DEFINITIONS

The following definitions of chargeable and non-chargeable expenses are based on existing law and the International Union's interpretation of court cases.

a. **Chargeable Expenses** – Chargeable expenses are those incurred by the International Union that reflect the share of the costs of operations of the International Union which are considered necessarily and reasonably incurred for the purpose of assisting local unions and councils in the performance of their duties as a representative of the employees in dealing with the employer on labor management issues, including the costs of: negotiating and administering the collective bargaining contract; settling grievances and

disputes by mutual agreement, or in arbitration, court or otherwise; activities and undertakings normally and reasonably employed to implement the duties of the local union or council as representative of the employees in the bargaining unit; and the maintenance of the International Union's, local unions' and councils' existence. The following are examples of expenditures classified as chargeable: preparation for and negotiations of collective bargaining agreements; contract administration including investigating and processing grievances; meetings, conferences, administrative, arbitral and court proceedings and pertinent investigation and research in connection with work-related subjects and issues; handling work-related problems of employees; communications with community organizations, civic groups, government agencies and the media respecting the International Union's position on work-related matters; maintaining membership, employee group programs; and providing legal, economic, and technical expertise on behalf of employees in all work-related matters.

b. **Non-Chargeable Expenses** – Non-chargeable expenses are those expenses incurred by the International Union for the benefit and advancement of represented employees and their union which are not considered representational activities for non-members. Non-chargeable activities include those services that are ideological or political in nature; those that are exclusively for the benefit of full union members; and those that otherwise are not considered germane to representing non-members in the collective bargaining process.

Activities that are classified as non-chargeable include the following: legislative and government activities outside the limited context of contract ratification or implementation; public relations and other efforts directed towards functional activities that are not considered germane to

representing non-members in the collective bargaining process; political activity expenses which include support at the federal, state, or local level; union publications to the extent they report on non-administrative or non-representational activities; donations; per capita tax fees paid to a labor organization; and the cost of benefits that are not available to non-members.

NOTE 3 – SIGNIFICANT FACTORS AND ASSUMPTIONS USED IN THE ALLOCATION OF CONSOLIDATED EXPENSES BETWEEN CHARGEABLE AND NON-CHARGEABLE

a. **Personnel Costs** – The International Union has assigned all personnel to either program, leader support, or administrative and financial services departments. Program departments implement the programs of the International Union and provide services to affiliates and local unions. Administrative and financial services departments include the following departments: Accounting, Human Resources, Information and Technology, Meetings and Convention, Member Services, and Finance and General Administration. Leader support includes the Executive Department, the Executive Board, and the Firemen and Oilers Department. Personnel costs include salaries and wages, fringe benefits, payroll taxes, and reimbursed employee expenses.

Personnel costs of the organizing departments are considered to be fully chargeable. Personnel costs of the field operations and campaign support departments, politics, government, and community departments, Union communications departments, leader support departments and the administrative and financial services departments have been allocated based on determinations made by the various department heads as to the percentage of time his or her department spends on chargeable and non-chargeable activities. The personnel costs of office and clerical personnel are

allocated between chargeable and non-chargeable in the same percentage as their supervisors.

b. **Professional Fees and Expenses** – All professional fees and expenses for outside legal counsel are considered to be chargeable or non-chargeable based on the services performed. Accounting and auditing fees and expenses are considered to be fully chargeable. Other professional fees and expenses are considered to be chargeable or non-chargeable based on the service performed by the consultant. Chargeable activities include expenses for training, speakers, and research matters. Professional fees for consulting services in connection with political activities and legislative activities are considered to be fully non-chargeable.

c. **Administrative Expenses** – Administrative expenses include items such as rent and utilities, office supplies and expenses, investment charges, equipment rental and maintenance, computer expenses, other taxes, depreciation and amortization, printing, postage, telephone, subscriptions, insurance, and bad debt expense. These expenses are allocated to chargeable and non-chargeable expenses based on the same ratio as personnel costs.

d. **Contributions** – Contributions for charitable, civic, and labor-related purposes are not directly related to the function of representation and are considered to be fully non-chargeable.

e. **Payments to Locals** – Payments to locals which represent subsidies for organizing are considered to be fully chargeable. Payments to locals which represent reimbursements for operating expenses are considered to be fully chargeable. The total expenses as reported in the audited consolidated financial statement have been modified to remove from expenses the per capita tax rebates paid to local unions.

f. **Political Subsidies** – Political subsidies are considered to be fully non-chargeable.

g. **Conferences and Meetings** – Expenses for conferences and meetings are allocated between chargeable expenses and non-chargeable expenses based on the purpose of and topics discussed at the meetings. Items of a political or legislative nature are considered to be non-chargeable. Educational training programs and conferences for local, state, and national staff, which are to enhance skills in collective bargaining, grievance handling, and contract administration are considered to be fully chargeable since they pertain to matters which are germane to collective bargaining. Executive Board meetings and meetings which pertain to the governance of the International Union such as formulating and communicating union internal policy are considered to be fully chargeable.

h. **Communications and Media** – Direct printing and publishing expenses of the publications are allocated based on the specific content of articles in the publications such as the International Union’s magazine, **SEIU Action**, which is distributed to all members and agency fee payers and the newsletter, **SEIU New Strength Unity News**. Expenses allocable to articles considered to be political or ideological in nature are deemed not to benefit non-members and are considered to be non-chargeable. Expenses allocable to reporting on legislative and lobbying activities, litigation activities, illegal strike activities and articles relating to the enhancement of the reputation of the International Union as a whole are considered to be non-chargeable. The content of articles deemed chargeable are directly related to issues on organizing, collective bargaining, contract administration, and grievance matters. These articles include topics such as collective bargaining contracts negotiated by locals throughout the country and arbitrations won by the International Union’s locals. The expenses relating to the maintenance of the International Union’s website have been allocated based on an

assessment of the content included on the website throughout the year.

i. **Special Projects** – Special projects are considered to be chargeable or non-chargeable based on an analysis of the nature of the special project conducted.

j. **Affiliation Fees and Assessments** – Per capita taxes and assessments paid to the AFL-CIO and affiliated labor organizations are considered to be fully non-chargeable.

k. **Death Gratuities** – Death gratuities are benefits paid to a deceased member’s family and are considered to be fully non-chargeable.

l. **Building Expenses** – This category represents expenses incurred by 1313 L Street for the operation and maintenance of the International Union’s headquarters building, such as utilities, real estate taxes, insurance, repairs and maintenance and other related expenses. These expenses are allocated to chargeable and non-chargeable expenses based on the same ratio as personnel costs.

m. **Member Telephone Calls and Visibility** – These expenses are considered to be fully non-chargeable.

n. **Political Fundraising** – Political Fundraising expenses are considered to be fully non-chargeable.

o. **State Council Return** – The International Union returns a portion of per capita taxes received from the local unions to the International Union’s state councils for meetings. These governance meetings are considered to be fully chargeable.

p. **Strike and Defense Funds** – Expenses of the strike and defense funds include financial assistance to local unions involved in legitimate strikes in addition to providing financial assistance for educational programs including newspaper advertisements, leaflets, handbills, and

other media-based messages concerning contract ratification. Expenses also include local union withdrawals of their per capita tax payments. All expenses of the strike and defense funds are considered to be fully chargeable.

q. **Political Education and Action Funds** – Expenses incurred by the Committee on Political Education and the Political Education and Action Funds relate entirely to political and legislative activities and are considered to be fully non-chargeable. The total expenses as reported in the audited consolidated financial statement have been modified to remove from expenses the political expenses paid from voluntary contributions.

r. **Unity Fund** – Expenses of the Unity Fund include financial assistance to local unions involved in “breakthrough” campaigns to increase union membership. These expenses are organizing in function and are considered to be fully chargeable.

s. **Convention Fund** – Expenses for the International Union’s convention are considered to be fully chargeable.

t. **Legal Defense Fund** – Expenses incurred by the Legal Defense Fund are considered to be fully non-chargeable.

u. **Conference Funds** – Expenses incurred within these Funds are paid from monies transferred upon the dissolution of the Eastern and Western Conferences and are accordingly removed from the total expenses.

v. **SEIU Communications Center, Inc.** – Expenses incurred within this entity are paid from funds independently earned by the Communications Center and are accordingly removed from the total expenses.