

OFFICERS' MEETING AGENDA

January 24, 2017, Start Time: 6:00pm

<p>6:00pm – 6:15pm</p>	<p>Call to Order – Gwyn Harshaw, President - 6:00PM – Open Forum Meeting starts at 6:00pm. The first 15 minutes may be used for an open forum for members who wish to comment on issues of concern or describe union victories in their workplace (maximum of 2 minutes addressing items not on the agenda except under special circumstances). Meeting will start when all speakers are completed or at 6:15 whichever comes sooner. If members arrive before 6:15 and the general meeting has begun, it will be suspended for the members' comments. If Board action is requested, the Board may place the matter on a future agenda. All statements that require a response will be referred to staff for reply in writing.</p>
<p>6:15pm</p>	<p>Roll Call - quorum determined</p>
	<p>Announcements</p> <ol style="list-style-type: none"> 1. Responses to Last Officers' Meeting Open Forum Issues - None 2.
	<p>Consent Agendas:</p> <ol style="list-style-type: none"> 1. Non-Political Consent Agenda – Committee Reports, Information, and Approval of Related Motions: Motion A – Committee Report Consent Agenda Approval – (pages 3-58) 1. Approval of Officers' Meeting Minutes – October 25, 2016 2. Budget & Finance Committee Report of January 19, 2017 with October and November 2016 Financial. 3. Good & Welfare Committee Expenditures Report for December 2016 & January 2017 – December 2016 – \$500 to help with funeral expenses. Any Requests for Assistance – please send them to both RoseAnn Dominguez at: ruth.pern@hotmail.com and Karen Summers at karen.summers@seiu521.org 2. Political Consent Agenda – Reports, Information, and Motions – Riko Mendez, Political Director – (pages 45-48) Political Consent Agenda: Motion B/1- B/6 – (pages 59-72)
	<p>New Business:</p> <ol style="list-style-type: none"> 1. Agency Fee Objectors Report. 2. Motion C – CWA Contract Extension Settlement –Approval of Contract Extension Agreement – (pages 73-74) 3. Motion D – Approval of Lease Agreement with SEIU 2015 – (pages 75-84)
	<p>Unfinished Business:</p> <ol style="list-style-type: none"> 1. Transformation Committee Update – next meeting to be announced 2. Member Charges Report – Kristy Sermersheim
	<p>President's Report: President Gwyn Harshaw – (Oral Report) Gwyn.</p> <p>Chief Elected Officer's Report: Kristy Sermersheim, Chief Elected Officer – (Oral Report) ➤ Report on Transitional Assistance for the New CEO</p>

	<ul style="list-style-type: none"> ➤ Personnel Report – Kristy Sermersheim <ul style="list-style-type: none"> ▪ Recent Hirings: Roxanne Barnett (IO San Jose), Michael Carter (Bakersfield), Michelle Barraza (Santa Clara County), Magaly Vega (External Organizing), and Malcolm Thornton (County of San Mateo). ▪ Terminations/Retirements/Resignations: Anthony Walters, Pearson Woods, Mariam Alvarez, and Daniel Becker.
	<p>Written Reports & Correspondence Requiring NO Action by the EBd: They may be pulled for discussion if desired.</p> <ol style="list-style-type: none"> 1. PAC/PACE Totals Report – (pages 85-86) 2. Trustee Report – (quarterly audit was held January 21st) 3. Organizing Report – (none) 4. Correspondence – (none) <p>Other Oral Reports: Other Officers, Caucus Chairs, Committee Chairs, or Staff Directors are invited to offer an Oral Report of no more than 5 minutes at this time.</p>
	<p>Informational Items:</p> <ol style="list-style-type: none"> 1. 2.
	<p>Adjournment</p> <p style="text-align: right;">KMS:Kns SEIU521/CTW-CLC</p>

SEIU Local 521 Officers' Meeting Motion

★ **Motion Letter: A**

Date: January 24, 2017

Motion Title: Report Consent Agenda

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

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

Committee Reports Requiring Approval/Confirmation: (as noted below)

1. **Approval of the Minutes for the Officers' Meeting October 25, 2016 -** (pages 5-10)
2. **Approval of the Minutes for the Special Officers' Meeting November 16, 2016 -** (pages 11-12)
3. **Budget & Finance Committee Report** – RoseAnn Dominguez, Local 521 Treasurer
January 19, 2017 Meeting – The Committee reviewed the October & November 2016 Financials and 2016 Approved Budgets. - (pages 13-54)
 - B&F Item 1 – Approved - The October & November 2016 Financial Documents
 - B&F Item 2 – Failed – Transitional Assistance for New CEO.Signed Motions - (pages 55-58)
4. **Good and Welfare Committee Report** – donations in December 2016 & January 2017: In December \$500 for funeral expenses.
 - Please submit all Good & Welfare requests to both RoseAnn Dominguez and Karen Summers.

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

Follow Up:

Moved by: _____ Second : _____

Pulled: _____

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

Motion: Carries ☐ Fails: ☐ Tabled Until: ☐ Date:_____

Signatures



Minutes October 25, 2016 – Officers’ Meeting

Call to Order: by President Gwyn Harshaw at 6:01pm.

Officers Roll Call in Attendance on Video Conference or Teleconference:

Gwyn Harshaw	President	Hector San Ramon	Region 1 VP
Alysia Bonner	First VP	Matt Nathanson	Region 2 VP
RoseAnn Dominguez	Treasurer	Jennifer Jensen	Region 4 VP
Mullissa Willette	Secretary	Sonja Bennett	Region 5 VP
Kristina Sermersheim	CEO		

Officers Absent:

Executive Board also in attendance on Video Conference or Teleconference:

Rudy Plaza	Bakersfield	Rachel Subega	San Jose
Arvelia Cooper-Whigham	Fresno	Myrna Bravo	Phone

Local 521 Trustees on Video Conference or Teleconference:

Lesbia Reclosado	San Jose
------------------	----------

Local 521 Staff on Video Conference or Teleconference:

Karen Summers	San Jose	Mary Grillo	San Jose
Debbie Narvaez	Salinas		

Local 521 Members in Attendance:

None

Guests:

None

Open Forum for Member Presentations:

1. Alysia Bonner reported on the SEJ Summit. Although everything went wrong that could have; it was still a real success. She thanked admin, the SEJ Committee and Caucuses for all their work. Michael Ring from the International Capital Stewardship Program who is working with Social and Economic Justice at the Pension level attended the Summit. He was very impressed with the work of the Local 521 Social and Economic Justice Committee and the Summit with its theme of Racial Justice. Karry Jones of the Racial Justice Task Force invited Alysia to the Racial Justice Conference in Atlanta. SEJ has been working on getting the caucuses back to their roots to represent Local 521 in the Communities.
2. Rachel Subega reported that the Latino Caucus has set up the Day of the Dead/Día de Muertos Altar in the San Jose Office Lobby.
3. Jennifer Jensen announced that on October 26, 1986 she started with Fresno County and joined SEIU as a member. She said that she is very grateful for the growth and strength that she has achieved in these 30 years that she credits largely to the union.

Roll Call and Quorum Determination: A quorum of Officers was confirmed as present at 6:01pm.

Announcements:

1. Responses to Last Officers' Meeting Open Forum Issues – None.
2. There will be a short Officers Executive Session after the meeting.
3. There will be a Special Officers' Meeting Wednesday November 16th at 6:00pm just before the Budget and Finance Meeting to review and approve the "Rules" for the Special CEO Election.

Report Consent Agendas:

1. **Non-Political Consent Agenda – Committee Reports, Information, and Approval of Related Motions.**

Motion A – Non-Political Consent Report Agenda

1. **Approval of the Minutes for the Officers' Meeting August 23, 2016**
2. **Budget & Finance Committee Report** – RoseAnn Dominguez, Local 521 Treasurer

October 19, 2016 Meeting – The Committee reviewed the August 2016 Financials and 2016 Budgets.

- B&F Item 1 – Approved - The August 2016 Financial Documents
- B&F Item 2 – Approved – Recommendation for a Phone System.
- B&F Item 3 – Approved – 4 Recommendations for Savings Account Line Items.
- No Update on a Local Investment Plan
- No Update on rental car insurance.
- The Draft 2017 General Fund and Organizing Budgets were discussed.

Signed Motions

3. 10/7-8/16 – Officers' Email Poll regarding COPE Motions. Approved. Voting yes: Mullissa Willette, Alysia Bonner, Jennifer Jensen, RoseAnn Dominguez, Matt Nathanson, Sonja Bennett, and Hector San Roman.

District Candidate/Incumbent (I) Contribution Account

AD 22/San Mateo County: Kevin Mullin (I) \$1,000 Candidates

AD 25/ Alameda/Santa Clara County: Kansen Chu (I) \$1,000 Candidates

AD 27/San Jose – Santa Clara: Ash Karla - Candidate \$2,500 Candidates

AD 28/San Jose/Santa Clara: Evan Low (I) \$1,000 Candidates

AD 29/San Jose/Santa Clara/Santa Cruz: Mark Stone (I) \$1,000 Candidates

AD 31/Fresno Joaquin: Arambula (I) \$1,000 Candidates

AD 32/Kern, Inyo and Mono Counties: Rudy Salas (I) \$1,000 Candidates

SD 11/San Francisco: Jane Kim - Candidate \$1,000 Candidates

SD 10/ Alameda County/Santa Clara: Bob Wieckowski (I) \$1,000 Candidates
SD 15/ San Jose/Santa Clara: Jim Beall (I) \$2,000 Candidates
SD 17/Santa Clara/San Benito/Monterey/Santa Cruz/San Luis Obispo Bill Monning (I)
\$1,000 Candidates

Total State Candidates \$13,500 Candidates

Local Races

Morgan Hill City Council Rene Spring- Candidate \$250 Candidates
San Jose District 6 Helen Chapman - Candidate \$600 Candidates
San Jose District 8 Sylvia Arenas – Candidate \$600 Candidates
Mt. View at Large Margaret Abe Koga - Candidate \$500 Candidates
Mt. View at Large Thida Cornes - Candidate \$250 Candidates
Mt. View at Large Lisa Matichak - Candidate \$250 Candidates
Mt. View at Large Lucas Ramirez - Candidate \$250 Candidates
Trustee District 3 Rosemary Kamei \$1,000 Candidates
Menlo Park at Large Ray Mueller – Candidate \$500 Candidates
Menlo Park at Large Ceclia Taylor – Candidate \$250 Candidates
East Palo Alto at Large Lisa Gauthier (I) \$250 Candidates
East Palo Alto at Large Duane Goff - Candidate \$250 Candidates
San Mateo County District 5 David Canepa - Candidate \$1,000 Candidates
Salinas City Mayor Joe Gunter \$750 Candidates
Salinas City Council – District 1 Brian Contreras \$750 Candidates
Salinas City Council – District 4 Gloria De La Rosa \$750 Candidates
Salinas City Council – District 6 Jyl Lutes \$750 Candidates
City of Hanford District C Gary Panett Pending Endorsement Candidates \$500
City of Tulare City Council Susanne Gundy Pending Endorsement \$500 Candidates
City of Visalia City Council Suzanne Aguilera-Marrero Pending Endorsement \$500
Candidates
Morgan Hill School District Area 5: [Angelica Diaz](#) (Sole Endorsement) - \$500
contribution
Morgan Hill School District Area 6: [Albert Beltran](#) (Sole Endorsement) - \$500
contribution
Cupertino Union School District Jo Lucey (Sole Endorsement) - \$500 contribution

Total Local Races \$11,950 Candidates

Measures Position Contribution Account

Santa Clara County Measure A Yes – Housing Bond \$10,000 Issues
Santa Clara County Measure B Yes – Transportation tax \$10,000 Issues
Mt. View Measure V Yes – Rent Control \$500 Issues
San Mateo County Measure K Yes – Extension of existing Sales Tax \$20,000 Issues

San Mateo City Measure Q Yes – Rent Control \$500 Issues
East Palo Alto Measure J Yes - Strengthening existing rent control \$250 Issues
East Palo Alto Measure P Yes – ½ cent sales tax \$500 Issues
East Palo Alto Measure O Yes – Business tax for residential Owners \$500 Issues
Monterey County Measure X – 3/8% transportation tax Yes \$20,000 Issues
City of Hollister Measure W – Sales Tax Extension Yes \$5,000 Issues
Total Measures \$67,250 Issues

Independent Expenditures Candidate/Measure Contribution IE

Bakersfield School Board District Trustee Area 4 Andre Gonzales Pending
Endorsement \$500 IE

Bakersfield School Board District Trustee Area 3 Dr. Raymond Gonzales Pending
Endorsement \$500 IE

AD 27/San Jose – Santa Clara Ash Karla - Candidate Up to \$30,000 IE

Salinas City Council – District 1 Brian Contreras \$5,000 IE

Fresno Unified School Board Trustee Area 2 Elizabeth Jonasson Rosas \$1,500 IE

Fresno Unified School Board Trustee Area 6 Claudia Cazares \$1,500 IE
Total IE \$39,000 IE

Grand Total of all Contributions \$131,700 Candidates, Issues, and IE

4. 10/19-20/16 – Officers' Email Poll regarding the Phone System was passed unanimously by all voting Officers. Yes: Alysia Bonner, RoseAnn Dominguez, Mullissa Willette, Hector San Roman, Matt Nathanson, Jennifer Jensen, and Sonja Bennett. Gwyn and Kristy do not vote. This motion was passed by the Budget and Finance Committee and recommended to the Officers who also passed the same motion the B&F passed.
5. **Good and Welfare Committee Report** – donations in September and October 2016:
Please submit all Good & Welfare requests to both RoseAnn Dominguez and Karen Summers.

Motion: To approve/confirm as presented All Reports on the Report Consent Agenda except those pulled and listed below which will be held for discussion.
Moved; seconded; passed as presented.

Matt Nathanson had some questions about the draft budget process. Kristy spoke listing some additional perimeters for the draft budget version 2. 1. We will not be taking into account any Friedrich's cutbacks; 2. We will take into account wage increases that actually have been negotiated, but will not consider any that are only possibilities; 3. We will not consider any decerts that have not happened; nor will be consider any new chapters that do not actually have a first contract; 4. We are not anticipating layoffs of staff or additions of staff except one COS position; 5. One IO position from Fresno has been moved to a CED position.

2. Political Consent Agenda – Reports, Information, and Approval of Related Motions.

Motion B/1 – \$1,000 Contribution from Independent Expenditure Account to Mark Medina, Candidate for San Benito County BOS.

Motion: To contribute \$1,000 from the Independent Expenditure PAC to Mark Medina.

Moved; seconded; passed as presented.

Written October Political Report and Numerical Goals (in the packet) – Riko Mendez, Political Director.

New Business – **None**

Unfinished Business: Transformation Committee Update

No update – the next meeting will be announced.

President's Report: Gwyn reported that she has been in the trenches working to win in Morgan Hill. It is an uphill battle, but we do have a chance. There will be a Robo Call teleconference call on Thursday. The Member Political Organizers are working hard in the Regions. The Robo Call is to get all the Regions together and on the same page.

Gwyn attended a meeting/rally at West Heading in Santa Clara for Fight for \$15. About 15+ people spoke. There was a push, since San Jose has approved the Fight for \$15 Ordinance, for Non-Profits to follow the Ordinance. There are grants available to help Non-Profits follow the Ordinance.

Chief Elected Officer's Report: Kristy Sermersheim

Morgan Hill Unified School District: Because of the work being done in Morgan Hill, Kristy said that she can now walk around in Morgan Hill wearing purple.

Member Against Member Charges: The Local has received several charges from Santa Clara County. We will need to figure out rules in 2017 for handling units where Supervisors are a part of our membership. Fresno members believe they are handling these relationships well, but Santa Clara is not.

Kristy feels her major job between now and the end of January is to develop processes for the new CEO. One thing that we will institute is providing a listing of open contracts. Another is to provide each month in Executive Session a listing of Member Against Member charges and a list of lawsuits pending.

Recent new staff hires were listed in the meeting packet.

Written Reports & Correspondence Requiring no Action by the Officers

PAC/PACE Totals Report – in packet

Trustee Report – none

Organizing Report on Child Care – none

Retirement Committee – notice of the signing into law of the California Retirement Security for All Bill earlier this month was in the packet.

Correspondence – a Thank You was received from SEIU Local 21 Louisiana for our support in their time of need.

Informational Items:

Matt Nathanson reported that there will possibly be a strike vote for Santa Cruz Court workers (about 90 workers) on November 1st. Their contract expires on the 31st. There was a last minute proposal from management that caused the court workers to walk out of negotiations this week. It is contracted that retirees receive medical benefits. The employer has not been budgeting for this benefit. The proposal was that the court workers are to pay \$900 a year toward this benefit. They are set to bargain again on Thursday. If there is no agreement, the vote on November 1st is likely to be a strike authorization vote.

Adjournment: The meeting went into Executive Session at 6:42 and the meeting was adjourned at 6:52pm.

KMS: kns SEIU 521 CTW/CLC



Minutes November 16, 2016 – Special Officers’ Meeting

Call to Order: by Region 5 Vice President Sonja Bennett at 6:05pm. Purpose of the meeting was to approve the Specific Additional “Rules” for the CEO Election in January 2017.

Officers Roll Call in Attendance on Video Conference or Teleconference:

Gwyn Harshaw	President	Matt Nathanson	Region 2 VP
RoseAnn Dominguez	Treasurer	Jennifer Jensen	Region 4 VP
Mullissa Willette	Secretary	Sonja Bennett	Region 5 VP
Kristina Sermersheim	CEO		

Officers Absent:

Alysia Bonner First VP
Hector San Ramon Region 1 VP

Executive Board also in attendance on Video Conference or Teleconference:

Rudy Plaza	Bakersfield	Trina Moehring	San Jose
Arvelia Cooper-Whigham	Fresno	Karen Nakatani	San Jose
Camella DiSopa	San Jose	Rachel Subega	San Jose

Local 521 Trustees on Video Conference or Teleconference:

Paul Klunder	San Jose
Darlynn Qualls	Fresno

Local 521 Staff on Video Conference or Teleconference:

Karen Summers	San Jose	Mary Grillo	San Jose
Pam Rodgers	San Jose		

Local 521 Members in Attendance:

Joy Villa Real

Guests:

None

Roll Call and Quorum Determination: A quorum of Officers was confirmed as present at 6:05pm.

New Business –

Motion 1: Approval of Specific Additional “Rules” for the SEIU Local 521 CEO Election in January 2017

Motion: To concur and approve the Specific Additional “Rules” submitted by the Election Committee for the CEO Election in January 2017.

Moved; seconded; passed as presented.

Adjournment: The meeting was adjourned at 6:43pm.

THIS SHEET IS INTENTIONALLY LEFT BLANK

	B	AF	AH	AI	AJ
1		2016 version 1.5	2016 6mos w FP + 8 mos abood		2016 version 1.5
2		6 mos.with FP	Budget		6 mos. with abood
3	TOTAL DUES RECEIPTS	Headcount	25,131,799		Headcount
4	OTHER INCOME	39,781			30,770
5	Interest & Dividends		9,968		
6	SMIHSS Administrative Reimbursement				
7	Sublease Rent		65,399		
8	Misc. Income - SEIU Int'l subsidy	B	82,195		B
9	Misc. items spend from saving accounts	A			A
10	Total Misc. Income		157,561		
11	TOTAL GENERAL FUND INCOME		25,289,360		
12	GENERAL FUND EXPENSES				
13	ORGANIZING OFFSET		3,752,038		
14	SALARIES				
15	Administrative	5	484,378		5
16	Admin Support	6	435,042		6
17	Directors	12	1,095,223		12
18	Internal Organizers/Research,CED,CESA,Pol	59	4,303,649		59
19	Clerical	19	1,055,903		19
20	Facilities	1	49,025		1
21	Data Base	5	309,803		5
22	5% FTE vacancy rate	0	(386,651)		0
23	Special project - pay by other funding	A			A
24	Temp. Internal Organizers/Research		41,208		
25	Temp. Clerical/Support		23,460		
26	Vacation Liability Cash Out		113,525		
27	Total Salaries		7,524,564		
28	PAYROLL RELATED EXPENSES	107			107
29	Pension		1,542,738		
30	Payroll Taxes Expenses		734,637		
31	Consultant - Trainer, NEG		-		
32	Travel Staff-Admin		50,549		
33	Travel Staff- Internal Organizers		163,538		
34	Mileage/Ins. Reimb.-Admin & Director		6,656		
35	Mileage/Ins. Reimb.-Internal Organizers		169,782		
36	Telephone Reimbursement		81,855		
37	Retiree Health Exp	13	162,665		13
38	Retire Benefit Trust Fund		12		
39	Benefits(Health, Dental, Vision,life,401K,Flex Plan matching)		2,909,304		
40	Workers Comp Insurance		146,927		
41	Recruiting exp		2,111		
42	Total Payroll Related Expenses		5,970,773		
43	Total Salaries & Payroll Expenses		13,495,338		
44	MISCELLANEOUS				
45	Agency Fee/Assoc. Exp.		300,000		
46	Capital Fund Expense		60,000	**	added IT equips.
47	Admin exp share w. chapter		6,120		
48	Free Life insurance to members (HAN & King only)		3,570		
49	Retired Chapter Fund Reimbursement		11,309		
50	Dodge Scholarship		15,000		
51	Computer Database UnionWare		65,076		
54	Accounting Software Gp		12,000		
56	Total Miscellaneous		473,075		
57					
58	ARBITRATIONS & LEGAL				
59	Arbitrations Fees & legal fees - representation	A	194,846		A
61	Retainer		253,800		
63	Automatic Legal Defense Fund (\$0.12 per men	39,781	48,634		30,770
64	Total Arbitrations & Legal		497,280		
65					
66	FACILITIES				
67	Rent-SJC		436,068		
68	Rent-RWC		51,648		13 of 86

	B	AF	AH	AI	AJ
1		2016 version 1.5	2016 6mos w FP + 8 mos abood		2016 version 1.5
2		6 mos.with FP	Budget		6 mos. with abood
70	Rent-Santa Cruz, Watsonville & Hollister & parking		40,712		
71	Rent-Visalia & Hanford		6,600		
72	Utilities		160,221		
73	Kitchen Sundries		57,179		
74	Gen. Liab. Ins. & Property Tax		157,254		
75	Building Maintenance/Security/Janitorial		154,996		
76	Total Admin - Facilities		1,064,677		
77					
78	ADMINISTRATIVE - OFFICES				
79	Audit/Acct. Fees		138,591		
81	Subscriptions		1,955		
82	Office Sundries		59,531	**	partial for IT suuplies
83	Office Equipment Leases		175,857		
84	Equipment Maintenance & Repair Contracts		80,682	**	partial for IT equip maint & license
85	Contributions		1,206		
86	Research Material & Data		2,388		
87	Miscellaneous, off set by ORG				
88	Total Admin - Offices		460,209		
89					
90	INFORMATION TECHNOLOGY				
91	Supplies		26,400		
92	Subscriptions		28,832		
93	Internet				
94	Professional Services				
95	Total Information Technology		55,232		
96					
97	COMMUNICATIONS				
98	Printing		16,772		
99	Paper		27,956		
100	Website/Station/communication		5,573		
101	Telephone & Internet & Tele conference		209,064		
102	Postage		59,430		
103	Professional Fees/Translations		1,277		
104	Total Communications		320,070		
105					
106	CONFERENCES/MILEAGE				
107	Staff-Misc. Conf/Seminar		1,000		
108	Exec. Board-Conferences & Training		2,000		
109	Misc. Members-Reimbursed		1,000		
110	Total Conferences/Mileage		4,000		
111					
112	STAFF MEETING & TRAINING				
113	Staff / Director Training		10,000		
114	Staff - representation & political & communication		86,658		
115	Clerical Staff		1,000		
116	Executive Staff		1,000		
117	Tuition Reim.-Internal Organizers		1,500		
118	Tuition Reim.-OPEIU		1,500		
119	Total Staff Training		101,658		
120					
121	EDUCATION & TRAINING				
122	Steward & Chief Steward & Leader Training		9,000		
123	Executive Board		2,000		
124	Education & Training Committee Meeting & Materials		500		
125	Industry Training Events		5,000		
126	Total Education & Training		16,500		
127			0		0
128	POLITICAL/SOCIAL INVOLVEMENT				
129	Candidates, Issues, IE Account (\$0.25 per mem		39,781		30,770
130	Legal & Accounting		12,699		
131	Committee Meetings		9,450		
132	Conferences		792		

	B	AF	AH	AI	AJ
1		2016 version 1.5	2016 6mos w FP + 8 mos abood		2016 version 1.5
2		6 mos.with FP	Budget		6 mos. with abood
133	Electoral Staff/ Activity		100		
134	Polls & Surveys		100		
135	Special Printing		500		
136	Subscriptions		100		
137	Total Political/Social Involvement		125,062		
138					
139	SOCIAL & ECONOMIC JUSTICE				
140	Committee Meetings	39,781	4,000		30,770
141	Conferences	\$1.50 per capita	5,000		
142	Contributions/Solidarity		3,000		
143	Caucus Activities		47,672		
144	Total Social & Economic Justice		59,672		
145					
146	MEMBER INVOLVEMENT				
147	Memorabilia/Give away Member Pride		20,000		
148	Awards/Recognition		500		
149	Ex Board Reimbursement		1,000		
150	Rally Rental & Bus		500		
151	Member Reimbursement/Lost time		5,000		
152	Transportation & Vehicle Expenses		15,000		
153	Total Member Involvement		42,000		
154					
155	NEGOTIATIONS				
156	Printing Contracts - outside vendor		60,000		
157	Meetings & Supplies		60,000		
158	Strike Preparations		500		
159	Automatic Strike Fund Transfer - reduction to \$1/mon		-		
160	Total Negotiations		120,500		
161	MEETINGS & EVENTS				
162	Executive Board Meetings		15,000		
163	Steward/Council meetings		5,000		
164	521 Party & other events		20,000		
165	2016-521 Convention/2016 INTL Michigan		50,000		
166	Officer Election-2015		75,000		
167	Industries & Members conference		5,000		
168	Miscellaneous		500		
169	Total Meetings & Events		170,500		
170					
171	REPRESENTATIVE DUES			rate	
172	SEIU \$7.65 ea	39,781	3,100,423	7.65	30,770
173	SEIU Unity Fund \$5.00ea	39,281	1,996,420	5	30,270
174	SEIU Retirees & ChildCare \$1.00ea	900	10,800	1	900
175	SEIU/ State Council-\$2.53ea	39,781	1,025,369	2.53	30,770
176	Nurse Alliance \$1.45ea	600	10,440	1.45	600
177	So Bay CLC Jun/11\$0.63,Jul/12\$0.65	13,160	100,889	0.69	11,697
178	SMCO CLC \$0.60ea	3,324	21,655	0.73	2,046
179	Fresno CLC \$0.45ea	7,947	35,116	0.45	5,781
180	Bakersfield CLC \$0.50ea, est. increase	8,506	19,666	0.25	5,580
181	Monterey & Santa Cruz LC \$0.55ea	6,844	39,987	0.55	5,666
182	North Valley CLC	110	1,320	0	110
183	CA Labor Fed 25% X .70ea, pd old rate \$0.47	39,781	9,524	0.0235	30,770
184	Building Trades-SMCO		-		
185	Total Representative Dues		6,371,608		
186					
187	TOTAL EXPENSES		27,133,418		
188					
189	TOTAL INCOME LESS TOTAL EXPENSES		(1,844,058)		
190					
191	VOLUNTARY TRANSFERS				
192	Building Funds		48,000		
193	Strike Fund				

	B	AF	AH	AI	AJ
1		2016 version 1.5	2016 6mos w FP + 8 mos abood		2016 version 1.5
2		6 mos.with FP	Budget		6 mos. with abood
194	Total Transfers		48,000		
195	TOTAL INCOME LESS EXPENSES & TRANSFERS		(1,892,058)		
196					
197	Saving accounts / reserved				
198	personal related				

	A	O
1	SEIU LOCAL 521	
2	Organizing	
3	2016 Ext. Org. Budget	
4		
5		
6		Year 2016
7		12 months Budget
8		
9	BUDGET FROM GENERAL FUND	3,752,038
10		
11	EXPENSES	
12	Legal - Org	28,200
13	Salaries - Organizing -26 staff	1,928,750
14	Salaries - Org / Intern / Lost Timer	50,000
15	Part Time Exp - Org	103,113
16	Workers Comp. Insurance Exp - Org	67,506
17	Payroll Tax Exp - Org	231,450
18	Employee Benefits Exp - Org	730,375
19	Pension Plan Exp - Org	405,037
20	401k Matching Exp - Org	48,956
21	Staff Recruiting Exp - Org	356
22	Vacation / Comp Time Exp - Org	4,456
23	Training Exp - Org	2,634
24	Mileage Reimbursement Exp - Org	17,358
25	Vehicle Exp - Org	51,414
26	RENT EXPENSES - Organizing	30,000
27	Telephone Exp - Org	35,976
28	Utilities Exp - Org	4,484
29	Equipment Leasing Exp - Org	6,057
30	Equipment Maintenance & Repair Exp - Org	1,139
31	Building Maintenance & Repair Exp - Org	11,112
32	Office Supplies Exp - Org	453
33	Lunchroom Supplies Exp - Org	4,986
34	Paper Exp - Org	1,539
35	Printing Exp - Org	1,386
36	IT Supplies Exp - Org	6,600
37	IT Internet Exp - Org	
38	IT Subscriptions - Org	7,208
39	IT Professional Services - Org	
40	Postage Exp - Org	24,788
41	Communication Cost Exp - Org	12,000
42	Referral lead/DATA - Organizing	2,400
43	Professional Fee Exp - Org	2,474
44	Translation Expenses - Organ	1,200
45	Computer Database Services	3,588
46	Subscriptions Exp - Org	458
47	Travel Exp - Org	356,471
48	Conference Exp - Org	1,911
49	Rally / Bus Rental Exp - Org	5,379
50	Memorabilia / Give Away Exp - Org	30,636
51	Meeting Exp - Org	9,911
52	Donation Exp - Org	7,500
53	SEIU Int'l Share Cost	507,324
54	TOTAL ORGANIZING EXPENSES	4,746,580
55		
56	NET INCOME	(994,542)
57		
58	estimate payroll	

THIS SHEET IS INTENTIONALLY LEFT BLANK

**Bank Balance on Saving and Investment accounts
as of October 31st, 2016**

DISCRETIONARY SAVINGS

ITEMS	GL#	ACCOUNT NAME	Bank	Available as of 9/30/2016	+/- reason	Available as of 10/31/2016
1	1005	CONTINGENCY FUND	Bank of The West #18986	43,835.83	motion 9/24/2016 + \$100k	143,835.83
2	1006	STRIKE FUND	Bank of The West #18978	864,258.98	motion 9/24/2016 + \$100k	964,258.98
4	1006	STRIKE FUND	Bank of The West - T- Bill Matures 11/28/2016	700,000.00		700,000.00
5	1016	LEGAL DEFENSE FUND	Bank of The West # 28691	81,144.17	+\$0.15 per capita, - motions to cover pending lawsuit	75,427.41
6	1016	LEGAL DEFENSE FUND	Bank of The West - T- Bill Matures 11/28/2016	500,000.00		500,000.00
7	1017	GOOD & WELFARE FUND	Bank of The West #28758	2,132.15		2,132.15
8	1017	GOOD & WELFARE FUND	Bank of The West - T- Bill Matures 11/28/2016	65,000.00		65,000.00
9	1018	CAPITAL FUND	Bank of The West # 28667	92,361.63	\$5,000 per month	105,564.62
10	1019	BUILDING FUND	Bank of The West # 28733	135,480.33	\$4,000 per month + motion 9/24/2016	189,480.33
11	1011	Accrued Vacation from EO to IO	Bank of The West #18820	150,330.32	Vacation bank transfer between EO and IO	150,330.32
Total reserve				\$ 2,634,543.41		\$ 2,896,029.64

POLITICAL - PAC money

12		PAC - Candidates	US Bank - Olson	97,792.49	Olson Statement Reconciled as of 9/30/2016	77,818.12
13		PAC - Issues	US Bank - Olson	67,352.08	Olson Statement Reconciled as of 9/30/2016	3,977.71
14		PAC - Independent Expenditure	US Bank - Olson	369,068.32	Olson Statement Reconciled as of 9/30/2016	329,068.32
				\$ 534,212.89		\$ 410,864.15

MANDATORY SAVINGS

15	1002	ORGANIZING FUND	Bank of The West #18895	2,428,638.71	addition with Oct. 2016 surplus	2,805,389.03
16	1002	ORGANIZING FUND	Bank of The West - T- Bill Matures 11/28/2016	800,000.00		800,000.00
17	1002	ORGANIZING FUND	Monterey County Employee Credit Union	203,990.59	credit union saving account	204,016.23
18	1002	ORGANIZING FUND Acc Vac	Bank of The West #33823	346,568.35	Accrued time off - adjust monthly to actual accrual	351,595.91
19	1003	AGENCY FEE	Bank of The West #18960	426,875.06	\$25,000 accrual monthly	451,875.06
				\$ 4,206,072.71		\$ 4,612,876.23

Unfunded Reserve and Liabilities

21	2150-10	RETIREE BENEFIT TRUST	Unfunded Reserve	569.00	+ \$1 / month	570.00
22	2150-11	CLARENCE DODGE SCHOLARS	Unfunded Reserve	16,381.04	+ \$1250 / mon	17,631.04
23	2400-00	Accrued Vacation for General Fund	Liabilities	2,423,113.94	adjust monthly to actual accrual	2,554,768.27
24	2150-00-021	Community First Fund	Unfunded Reserve		motion from 9/24/2016	200,000.00
25	2150-00-022	Members & Staff Training	Unfunded Reserve		motion from 9/24/2016	100,000.00
				\$ 2,440,063.98		\$ 2,872,969.31

THIS SHEET IS INTENTIONALLY LEFT BLANK

**Bank Balance on Saving and Investment accounts
as of November 30th, 2016**

DISCRETIONARY SAVINGS

ITEMS	GL#	ACCOUNT NAME	Bank	Available as of 10/31/2016	+/- reason	Available as of 11/30/2016
1	1005	CONTINGENCY FUND	Bank of The West #18986	143,835.83		143,835.83
2	1006	STRIKE FUND	Bank of The West #18978	964,258.98	Transferred to T-Bill	119,308.43
3	1006	STRIKE FUND	Bank of The West - T- Bill Matures 5/25/2017	700,000.00		700,000.00
4	1006	STRIKE FUND	Bank of The West - T- Bill Matures 2/23/20217		New T-Bill	850,000.00
5	1016	LEGAL DEFENSE FUND	Bank of The West # 28691	75,427.41	+\$0.15 per capita, - motions to cover pending lawsuit	45,417.01
6	1016	LEGAL DEFENSE FUND	Bank of The West - T- Bill Matures 5/25/2017	500,000.00		500,000.00
7	1017	GOOD & WELFARE FUND	Bank of The West #28758	2,132.15		1,632.15
8	1017	GOOD & WELFARE FUND	Bank of The West - T- Bill Matures 5/25/2017	65,000.00		65,000.00
9	1018	CAPITAL FUND	Bank of The West # 28667	105,564.62	\$5,000 per month	110,564.62
10	1019	BUILDING FUND	Bank of The West # 28733	189,480.33	\$4,000 per month + motion 9/24/2016	193,480.33
11	1011	Accrued Vacation from EO to IO	Bank of The West #18820	150,330.32	Vacation bank transfer between EO and IO	150,330.32
12	2150-00-021	Community First Fund	Reserve @ general fund	200,000.00	motion from 9/24/2016	200,000.00
13	2150-00-022	Members & Staff Training	Reserve @ general fund	100,000.00	motion from 9/24/2016	100,000.00
Total reserve				\$ 3,196,029.64		\$ 3,179,568.69

POLITICAL - PAC money

14		PAC - Candidates	US Bank - Olson	77,818.12	Olson Statement Reconciled as of 10/31/2016	78,808.98
15		PAC - Issues	US Bank - Olson	3,977.71	Olson Statement Reconciled as of 10/31/2016	3,679.77
16		PAC - Independent Expenditure	US Bank - Olson	329,068.32	Olson Statement Reconciled as of 10/31/2016	319,133.32
				\$ 410,864.15		\$ 401,622.07

MANDATORY SAVINGS

17	1002	ORGANIZING FUND	Bank of The West #18895	2,805,389.03	addition with Nov. 2016 surplus	30,652.38
18	1002	ORGANIZING FUND	Bank of The West - T- Bill Matures 2/23/2017	800,000.00	purchased T-Bill	3,600,000.00
19	1002	ORGANIZING FUND	Monterey County Employee Credit Union	204,016.23	credit union saving account	204,016.23
20	1002	ORGANIZING FUND Acc Vac	Bank of The West #33823	351,595.91	Accrued time off - adjust monthly to actual accrual	356,416.56
21	1003	AGENCY FEE	Bank of The West #18960	451,875.06	\$25,000 accrual monthly , transferred to T-Bill	57,304.39
22	1003	AGENCY FEE	Bank of The West - T- Bill Matures 2/23/2017		New T-Bill	420,000.00
				\$ 4,612,876.23		\$ 4,668,389.56

Unfunded Reserve and Liabilities

23	2150-10	RETIREE BENEFIT TRUST	Unfunded Reserve	570.00	+ \$1 / month	571.00
24	2150-11	CLARENCE DODGE SCHOLARS	Unfunded Reserve	17,631.04	+ \$1250 / mon	18,881.04
25	2400-00	Accrued Vacation for General Fund	Liabilities	2,554,768.27	adjust monthly to actual accrual	2,477,988.87
				\$ 2,572,969.31		\$ 2,497,440.91

THIS SHEET IS INTENTIONALLY LEFT BLANK

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q
1	SEIU LOCAL 521																
2	Income Statement - Current and YTD																
3	For the Ten Months Ending Monday, October 31, 2016																
4																	
5		Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct			Y-T-D			NOTES
6		Actual	Actual	Actual	Actual	Actual	Actual	Actual	Actual	Actual	Budget	Actual	Better/(Worse)	Budget	Actual	Better/(Worse)	
7																	
8	TOTAL DUES RECEIPTS	2,172,533	2,449,502	2,303,314	2,547,692	2,349,777	2,687,319	2,355,801	2,392,690	2,583,703	1,929,288	2,433,540	504,252	21,273,224	24,275,871	3,002,647	Fredrick did not happened
9																	
10	OTHER INCOME																
11	Interest & Dividends	3,960	-	2,760	75	5,163	-	25	-	-	831	26	(805)	8,307	12,009	3,702	
12	Sublease Rent	5,323	5,823	5,823	5,823	5,823	5,823	5,823	5,823	6,845	5,450	6,845	1,395	54,499	59,774	5,275	
13	Misc. Income - SEIU Int'l Subsidy	-	(1,903)	21,532	39	150	2,107	(46)	1,476	20	6,850	53	(6,797)	68,496	23,428	(45,068)	
14	Escrow - Unrecognized FP <45 Days	-	-	-	-	(13,778)	228	24,979	485	4,316	-	(32,415)	(32,415)	-	(16,185)	(16,185)	
15	TOTAL OTHER INCOME	9,283	3,920	30,115	5,937	(2,642)	8,158	30,781	7,784	11,181	13,131	(25,491)	(38,622)	131,302	79,026	(52,276)	
16																	
17	TOTAL GENERAL FUND INCOME	2,181,816	2,453,422	2,333,429	2,553,629	2,347,135	2,695,477	2,386,582	2,400,474	2,594,884	1,942,419	2,408,049	465,630	21,404,526	24,354,897	2,950,371	
18																	
19	GENERAL FUND EXPENSES																
20	ORGANIZING OFFSET	312,670	312,670	312,670	312,670	312,670	312,670	312,670	312,670	312,670	312,670	312,670	-	3,126,700	3,126,700	-	
21																	
22	SALARIES																
23	Administrative	36,662	36,661	37,638	56,660	38,676	41,099	35,286	51,977	68,358	37,260	45,790	(8,530)	409,858	448,807	(38,949)	
24	Admin Support	33,698	33,483	33,632	49,991	34,013	34,311	35,210	40,473	46,236	33,465	33,423	42	368,112	374,470	(6,358)	
25	Directors	73,981	75,175	77,553	117,472	75,016	78,675	79,338	73,506	110,034	84,248	72,336	11,912	926,727	833,086	93,641	SCCO position VAC
26	Internal Organizers/Research	316,462	312,362	314,580	484,248	315,929	307,808	304,275	327,127	468,695	331,050	336,542	(5,492)	3,641,549	3,488,028	153,521	vacant positions
27	Clerical	69,107	76,488	77,379	116,640	74,252	75,622	76,297	75,851	112,907	81,223	75,526	5,697	893,456	830,069	63,387	one vacant position
28	Facilities	9,404	3,697	3,697	5,546	3,697	3,745	5,470	7,542	11,313	3,771	7,542	(3,771)	41,483	61,653	(20,170)	
29	Data Base Services	23,281	22,961	22,961	34,499	22,961	23,297	23,439	23,493	35,597	23,831	25,046	(1,215)	262,141	257,535	4,606	
30	Temp. Internal Organizers/Research	1,665	821	4,141	6,496	1,531	8,992	6,646	4,051	3,409	3,434	7,154	(3,720)	34,340	44,906	(10,566)	
31	Temp. Clerical/Support	-	-	-	-	-	-	-	-	540	1,955	114	1,841	19,550	654	18,896	
32	Cash Outs	8,340	7,931	5,966	10,734	6,581	4,733	460	-	32,909	9,460	5,075	4,385	94,604	82,730	11,874	actual cash out
33	5% FTE Vacancy Rate	-	-	-	-	-	-	-	-	-	(29,742)	-	(29,742)	(327,166)	-	(327,166)	
34	TOTAL SALARIES	572,600	569,579	577,547	882,286	572,656	578,282	566,421	604,020	889,998	579,955	608,548	(28,593)	6,364,654	6,421,938	(57,284)	
35																	
36	PAYROLL RELATED																
37	Pension	113,779	114,282	115,002	147,049	107,914	108,475	109,202	109,492	163,734	118,672	110,717	7,955	1,305,394	1,199,646	105,748	rate drop to 20%, reflected in April
38	Payroll Taxes	90,008	56,019	45,679	84,487	45,804	46,716	46,586	47,274	70,389	56,511	47,796	8,715	621,616	580,758	40,858	
39	Travel Staff - Admin	2,006	2,363	1,858	3,517	4,806	4,194	1,516	2,724	1,268	4,296	3,943	353	42,958	28,195	14,763	
40	Travel Staff - Internal Organizers	2,831	8,226	8,017	12,005	14,119	8,699	6,164	11,549	4,619	13,628	5,055	8,573	136,282	81,284	54,998	
41	Mileage/Ins. Reimb.-Admin & Director	269	502	477	186	210	288	744	634	1,713	555	1,331	(776)	5,547	6,354	(807)	
42	Mileage/Ins. Reimb.-Internal Organizers	12,726	13,148	14,366	18,704	8,809	15,544	11,492	9,480	11,990	14,149	12,874	1,275	141,485	129,133	12,352	
43	Telephone Reimbursement	7,682	7,388	7,496	9,335	5,724	7,902	5,124	9,355	5,559	6,821	9,035	(2,214)	68,213	74,600	(6,387)	
44	Retiree Health	11,358	11,584	11,384	11,600	11,384	11,010	11,650	10,632	11,451	13,555	11,240	2,315	135,554	113,293	22,261	
45	Retire Benefit Trust Fund	1	1	1	1	1	1	1	1	1	-	1	(1)	-	10	(10)	
46	Plan)	233,643	235,224	233,845	241,753	233,350	226,981	213,703	224,981	233,567	242,442	229,357	13,085	2,424,420	2,306,404	118,016	
47	Workers Comp Insurance	13,544	13,544	-	31,816	15,908	22,448	2,156	14,319	14,319	12,244	14,319	(2,075)	122,439	142,373	(19,934)	rate increase across the board
48	Recruiting	90	214	194	327	989	200	725	39	1,376	176	16	160	1,759	4,170	(2,411)	
49	TOTAL PAYROLL RELATED	487,937	462,495	438,319	560,780	449,018	452,458	409,063	440,480	519,986	483,049	445,684	37,365	5,005,667	4,666,220	339,447	

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q
1	SEIU LOCAL 521																
2	Income Statement - Current and YTD																
3	For the Ten Months Ending Monday, October 31, 2016																
4																	
5		Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct			Y-T-D			NOTES
6		Actual	Actual	Actual	Actual	Actual	Actual	Actual	Actual	Actual	Budget	Actual	Better/(Worse)	Budget	Actual	Better/(Worse)	
7																	
50																	
51	TOTAL SALARIES & PAYROLL RELATED	1,060,537	1,032,074	1,015,866	1,443,066	1,021,674	1,030,740	975,484	1,044,500	1,409,984	1,063,004	1,054,232	8,772	11,370,321	11,088,158	282,163	
52																	
53	MISCELLANEOUS																
54	Agency Fee	25,000	25,000	25,000	25,000	25,000	25,000	25,000	25,000	25,000	25,000	25,000	-	250,000	250,000	-	
55	Capital Fund	5,000	5,000	5,000	5,000	5,000	5,000	5,000	5,000	5,000	5,000	5,000	-	50,000	50,000	-	
56	Community First	-	-	-	-	-	-	-	-	-	-	200,000	(200,000)	-	200,000	(200,000)	motion from 9/2016
57	Member & Staff Training	-	-	-	-	-	-	-	-	-	-	100,000	(100,000)	-	100,000	(100,000)	motion from 9/2016
58	Admin Exp Paid to Employers	392	612	466	600	459	743	607	411	566	510	(598)	1,108	5,100	4,258	842	
59	Free Life Insurance to Members (BFL)	319	319	316	316	317	319	322	321	326	298	330	(32)	2,975	3,205	(230)	
60	Retiree Allocation	2,251	1,371	586	866	1,260	109	1,467	1,014	918	942	1,292	(350)	9,424	11,134	(1,710)	
61	Dodge Scholarship	1,250	1,250	1,250	1,250	1,250	1,250	1,250	1,250	1,250	1,250	1,250	-	12,500	12,500	-	
62	Computer Database Unionware	9,128	1,638	5,783	5,383	5,383	5,383	5,383	5,383	5,383	5,423	5,383	40	54,230	54,230	-	
63	TOTAL MISCELLANEOUS	43,340	35,190	38,401	38,415	38,669	37,804	39,029	38,379	38,443	38,423	337,657	(299,234)	384,229	685,327	(301,098)	
64																	
65	ARBITRATIONS & LEGAL																
66	Arbitrations Fees & Legal Admin	2,660	9,931	13,068	11,560	7,984	20,065	43,829	33,360	42,684	16,237	41,639	(25,402)	162,372	226,780	(64,408)	more activities than anticipated
67	Retainer	21,150	21,150	42,300	-	42,300	21,150	21,150	21,150	21,150	21,150	21,150	-	211,500	232,650	(21,150)	Dec. 2015 paid in 2016
68	Automatic Legal Defense Fund (\$0.15 per CAP per month)	3,862	3,862	3,862	3,862	11,876	9,263	6,213	5,893	5,882	4,053	4,716	(663)	40,528	59,291	(18,763)	Fredrick did not happened
69	TOTAL ARBITRATIONS & LEGAL	27,672	34,943	59,230	15,422	62,160	50,478	71,192	60,403	69,716	41,440	67,505	(26,065)	414,400	518,721	(104,321)	
70																	
71	FACILITIES																
72	Rent - San Jose	36,375	36,295	36,375	36,375	36,375	36,375	36,375	36,375	36,375	36,339	48,913	(12,574)	363,390	376,208	(12,818)	
73	Rent - Redwood City	4,454	4,454	4,454	4,454	4,454	4,454	4,454	9,269	5,415	4,304	4,695	(391)	43,040	50,557	(7,517)	
74	Rent - Santa Cruz & Watsonville	3,866	3,866	4,901	2,832	3,866	3,866	3,866	3,977	3,977	3,393	4,368	(975)	33,927	39,385	(5,458)	
75	Rent - Hanford	550	550	550	550	550	550	550	550	550	550	550	-	5,500	5,500	-	
76	Utilities	8,719	11,858	11,830	9,269	10,888	15,212	18,523	18,484	17,663	13,352	18,040	(4,688)	133,518	140,486	(6,968)	
77	Kitchen Sundries	1,368	2,875	2,731	4,158	4,864	5,904	3,870	1,725	4,120	4,765	2,148	2,617	47,649	33,763	13,886	
78	General Liability Insurance & Property Tax	16,483	16,204	2,917	11,716	20,652	20,652	20,652	20,652	20,652	13,105	20,652	(7,547)	131,045	171,232	(40,187)	rate increase
79	Building Maintenance/Security/Janitorial	17,848	15,952	13,222	8,331	9,057	17,160	24,701	10,510	26,873	12,916	12,834	82	129,163	156,488	(27,325)	HOA problem at SJC
80	TOTAL FACILITIES	89,663	92,054	76,980	77,685	90,706	104,173	112,991	101,542	115,625	88,724	112,200	(23,476)	887,232	973,619	(86,387)	
81																	
82	ADMINISTRATIVE - OFFICES																
83	Audit/Acct. Fees	2,614	7,993	3,359	11,945	2,280	30,639	5,331	26,966	4,385	11,549	8,894	2,655	115,493	104,406	11,087	
84	Subscriptions	23	466	24	132	23	134	162	132	246	171	211	(40)	1,713	1,553	160	
85	Office Sundries	51	3,577	5,848	5,153	2,829	2,872	7,066	5,318	5,759	4,961	6,716	(1,755)	49,609	45,189	4,420	
86	Office Equipment Leases	11,043	14,541	11,387	18,354	14,234	14,723	15,214	14,506	16,246	14,655	14,996	(341)	146,548	145,244	1,304	
87	Equipment Maintenance & Repair Contracts	1,262	739	5,972	2,769	1,136	2,188	19,703	(9,593)	3,498	6,724	3,318	3,406	67,235	30,992	36,243	
88	Contributions	68	133	250	149	68	135	109	500	558	101	228	(127)	1,005	2,198	(1,193)	
89	Research Material & Data / Tele Townhall	199	199	199	199	199	199	199	199	199	199	199	-	1,990	1,990	-	
90	TOTAL ADMIN - OFFICES	15,260	27,648	27,039	38,701	20,769	50,890	47,784	38,028	30,891	38,360	34,562	3,798	383,593	331,572	52,021	

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q
1	SEIU LOCAL 521																
2	Income Statement - Current and YTD																
3	For the Ten Months Ending Monday, October 31, 2016																
4																	
5		Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct			Y-T-D			NOTES
6		Actual	Actual	Actual	Actual	Actual	Actual	Actual	Actual	Actual	Budget	Actual	Better/(Worse)	Budget	Actual	Better/(Worse)	
7																	
91																	
92	INFORMATION TECHNOLOGY																
93	Supplies	333	1,864	-	4,577	1,360	1,267	4,695	784	695	2,200	453	1,747	22,000	16,028	5,972	
94	Internet	10,466	10,392	73	10,466	10,635	10,636	20,858	10,635	10,529	10,468	10,465	3	104,680	105,155	(475)	
95	Subscriptions	997	199	-	-	-	-	-	-	4,637	2,403	4,637	(2,234)	24,027	10,470	13,557	
96	Professional Services	-	-	-	-	-	-	-	2,443	-	-	-	-	-	2,443	(2,443)	
97	TOTAL INFORMATION TECHNOLOGY	11,796	12,455	73	15,043	11,995	11,903	25,553	13,862	15,861	15,071	15,555	(484)	150,707	134,096	16,611	
98																	
99	COMMUNICATIONS																
100	Printing	1,899	1,975	897	2,377	867	919	494	965	2,740	1,398	265	1,133	13,977	13,398	579	
101	Paper	417	2,495	2,206	4,727	1,372	1,186	942	1,230	4,407	2,330	2,947	(617)	23,297	21,929	1,368	
102	Website/Station/Communication	-	1	-	-	-	750	-	1,890	100	464	50	414	4,644	2,791	1,853	reclass with line 92 in April
103	Telephone & Internet	6,844	7,203	16,032	7,963	6,630	7,117	(4,111)	6,557	7,042	5,714	7,314	(1,600)	57,140	68,591	(11,451)	rebate refund check monthly
104	Postage	5,745	1,485	7,146	12,812	842	6,001	327	5,592	711	4,953	36	4,917	49,525	40,697	8,828	
105	Professional Fees/Translations	98	150	-	1,760	219	2,912	5,000	2,958	319	106	-	106	1,064	13,416	(12,352)	MOU translation
106	TOTAL COMMUNICATIONS	15,003	13,309	26,281	29,639	9,930	18,885	2,652	19,192	15,319	14,965	10,612	4,353	149,647	160,822	(11,175)	
107																	
108	STAFF MEETING & TRAINING																
109	Staff/Director Training	555	1,004	700	1,077	1,230	112	923	1,133	1,089	917	549	368	9,167	8,372	795	
110	Communication	5,098	5,576	5,100	9,041	14,256	6,153	8,586	5,185	6,454	7,222	3,881	3,341	72,215	69,330	2,885	
111	Clerical Staff	-	-	117	-	-	-	-	-	349	83	-	83	833	466	367	
112	Executive Staff	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
113	Tuition Reimbursement - CWA	-	-	-	-	-	-	-	-	-	125	-	125	1,250	-	1,250	
114	Tuition Reimbursement - OPEIU	-	-	-	-	-	322	-	437	-	125	-	125	1,250	759	491	
115	TOTAL STAFF MEETING & TRAINING	5,653	6,580	5,917	10,118	15,486	6,587	9,509	6,755	7,892	8,472	4,430	4,042	84,715	78,927	5,788	
116																	
117	EDUCATION & TRAINING																
118	Steward & Chief Steward Training	235	559	436	1,465	269	84	17	409	356	417	370	47	4,167	4,200	(33)	
119	Executive Board	-	-	-	-	144	-	-	-	-	167	-	167	1,667	144	1,523	
120	Education & Training Committee Meeting & Materials	-	-	-	-	-	-	-	-	-	792	-	792	7,917	-	7,917	
121	Industry Training Events	17	-	77	44	-	220	44	56	76	417	50	367	4,167	584	3,583	
122	TOTAL EDUCATION & TRAINING	252	559	513	1,509	413	304	61	465	432	1,793	420	1,373	17,918	4,928	12,990	
123																	
124	POLITICAL/SOCIAL INVOLVEMENT																
125	Month)	7,233	7,642	7,646	7,764	7,689	7,836	7,839	7,443	7,467	8,443	7,776	667	84,434	76,335	8,099	
126	Issues Account (\$0.25 per Member per Month)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
127	I.E. Account (\$0.00 per Member per Month)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
128	Legal	778	1,242	1,454	-	3,701	-	859	2,984	7,431	1,058	1,803	(745)	10,583	20,252	(9,669)	more expenses than anticipated
129	Committee Meetings	560	297	882	1,083	995	534	134	113	2,131	788	1,443	(655)	7,875	8,172	(297)	
130	Conferences	-	-	-	-	-	-	-	-	-	66	-	66	660	-	660	
131	Electoral Staff/Activity	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
132	Polls & Surveys	-	-	-	-	-	-	-	-	1,200	17	322	(305)	167	1,522	(1,355)	

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q
1	SEIU LOCAL 521																
2	Income Statement - Current and YTD																
3	For the Ten Months Ending Monday, October 31, 2016																
4																	
5		Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct			Y-T-D			NOTES
6		Actual	Actual	Actual	Actual	Actual	Actual	Actual	Actual	Actual	Budget	Actual	Better/(Worse)	Budget	Actual	Better/(Worse)	
7																	
133	Special Printing	-	-	-	-	-	-	87	-	-	42	12	30	417	99	318	
134	Subscriptions	-	-	-	-	-	-	-	-	-	8	-	8	83	-	83	
135	TOTAL POLITICAL/SOCIAL INVOLVEMENT	8,571	9,181	9,982	8,847	12,385	8,370	8,919	10,540	18,229	10,422	11,356	(934)	104,219	106,380	(2,161)	
136																	
137	SOCIAL & ECONOMIC JUSTICE																
138	Committee Meetings	128	118	77	1,089	135	6	60	227	99	879	94	785	8,786	2,033	6,753	
139	Conferences	-	-	-	-	-	-	-	-	-	208	747	(539)	2,083	747	1,336	
140	Contributions/Solidarity	-	195	-	550	-	-	-	-	-	94	-	94	940	745	195	
141	Caucus Activities	2,098	3,583	1,745	2,269	2,662	1,437	1,871	1,648	2,039	3,792	5,316	(1,524)	37,917	24,668	13,249	
142	JUSTICE	2,226	3,896	1,822	3,908	2,797	1,443	1,931	1,875	2,138	4,973	6,157	(1,184)	49,726	28,193	21,533	
143																	
144	MEMBER INVOLVEMENT																
145	Memorabilia/Give Away/Member Pride	-	438	-	9,614	8,418	(950)	420	9,568	335	1,667	-	1,667	16,667	27,843	(11,176)	SURGE spending
146	Awards/Recognition	-	-	-	-	-	-	-	-	-	42	-	42	417	-	417	
147	Planning & Event Prep	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
148	Ex Board/Advisory Board Reimbursement	-	-	-	-	-	-	-	-	-	83	-	83	833	-	833	
149	Rally Rental & Bus	-	-	237	-	-	-	-	-	-	42	-	42	417	237	180	
150	Member Reimbursement/Lost time	43	502	237	212	-	4,276	2,141	1,342	23	417	4,146	(3,729)	4,167	12,922	(8,755)	NEG lost timers - more than anticipated
151	Transportation & Vehicle	892	1,659	61	3,809	9,250	4,005	(576)	17,945	13,044	1,250	11,908	(10,658)	12,500	61,997	(49,497)	SURGE spending
152	TOTAL MEMBER INVOLEMENT	935	2,599	535	13,635	17,668	7,331	1,985	28,855	13,402	3,501	16,054	(12,553)	35,001	102,999	(67,998)	
153																	
154	NEGOTIATIONS																
155	Printing Contracts	-	-	-	659	(256)	128	-	-	-	5,000	-	5,000	50,000	531	49,469	
156	Meetings & Supplies	1,422	2,026	1,154	2,504	1,761	990	1,733	3,832	3,849	5,000	3,587	1,413	50,000	22,858	27,142	
157	Strike Preparations	-	-	-	-	-	-	11	-	-	42	-	42	417	11	406	
158	TOTAL NEGOTIATIONS	1,422	2,026	1,154	3,163	1,505	1,118	1,744	3,832	3,849	10,042	3,587	6,455	100,417	23,400	77,017	
159																	
160	MEETINGS & EVENTS																
161	Executive Board Meetings	454	1,604	648	1,160	4,589	1,422	1,216	483	1,103	1,250	625	625	12,500	13,304	(804)	
162	Steward/Council Meetings	241	426	343	75	270	175	75	134	417	-	257	(257)	-	2,413	(2,413)	
163	Officer Election - 2015	719	-	152,391	-	-	-	-	-	(31)	-	82,067	(82,067)	75,000	235,146	(160,146)	paid AAA balance per agreement, paid less in 2015, & CEO election
164	Int'l Convention & Delegate Election	-	-	-	14,360	6,477	16,302	9,427	-	-	-	-	-	70,000	46,566	23,434	
165	Industries & Members Conference	-	236	-	-	346	-	-	-	-	458	-	458	4,583	582	4,001	
166	Miscellaneous	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
167	TOTAL MEETINGS & EVENTS	1,414	2,266	153,382	15,595	11,682	17,899	10,718	617	1,489	1,708	82,949	(81,241)	162,083	298,011	(135,928)	
168																	
169	REPRESENTATIVE DUES																
170	SEIU \$7.65 ea	287,767	305,256	305,855	310,072	308,273	313,217	314,173	297,584	297,029	258,369	309,204	(50,835)	2,583,686	3,048,430	(464,744)	it was budget Fredrick eff. 5/2016
171	SEIU Unity Fund \$5.00ea	184,810	192,475	191,730	195,550	194,150	195,680	196,865	188,005	186,420	166,368	195,450	(29,082)	1,663,683	1,921,135	(257,452)	it was budget Fredrick eff. 5/2016
172	SEIU Retirees \$1.00ea	817	497	214	317	460	38	533	318	334	400	467	(67)	4,000	3,995	5	it was budget Fredrick eff. 5/2016

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q
1	SEIU LOCAL 521																
2	Income Statement - Current and YTD																
3	For the Ten Months Ending Monday, October 31, 2016																
4																	
5		Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct			Y-T-D			NOTES
6		Actual	Actual	Actual	Actual	Actual	Actual	Actual	Actual	Actual	Budget	Actual	Better/(Worse)	Budget	Actual	Better/(Worse)	
7																	
173	SEIU State Council \$2.53ea	94,445	100,053	100,275	101,721	101,049	102,717	102,876	97,631	194,680	85,447	4,063	81,384	854,474	999,510	(145,036)	it was budget Fredrick eff. 5/2016
174	Nurse Alliance \$1.45ea	934	929	916	899	896	922	908	905	900	870	886	(16)	8,700	9,095	(395)	it was budget Fredrick eff. 5/2016
175	So Bay CLC \$0.65ea	9,593	9,896	9,885	10,015	9,730	10,206	10,222	9,640	10,102	8,407	10,406	(1,999)	84,074	99,695	(15,621)	it was budget Fredrick eff. 5/2016
176	SMCO CLC \$0.70ea	1,819	1,837	1,830	1,894	1,908	1,920	1,918	1,874	1,955	1,805	1,973	(168)	18,046	18,928	(882)	it was budget Fredrick eff. 5/2016
177	Fresno CLC \$0.45ea	2,213	2,820	2,877	2,839	2,903	2,915	2,920	2,556	1,903	2,926	2,452	474	29,263	26,398	2,865	it was budget Fredrick eff. 5/2016
178	Bakersfield CLC \$0.25ea	2,095	2,173	2,177	2,198	2,174	2,187	2,162	2,133	2,214	1,639	2,222	(583)	16,388	21,735	(5,347)	it was budget Fredrick eff. 5/2016
179	Monterey & Santa Cruz LC \$0.55ea	4,062	3,540	3,674	3,726	3,743	3,791	3,787	3,715	3,721	3,332	3,757	(425)	33,323	37,516	(4,193)	it was budget Fredrick eff. 5/2016
180	CA Labor Fed 25% X .47ea	883	936	943	951	946	961	964	913	911	794	949	(155)	7,937	9,357	(1,420)	it was budget Fredrick eff. 5/2016
181	North Valley CLC \$.55ea	110	110	110	110	110	110	110	110	110	110	110	-	1,100	1,100	-	
182	TOTAL REPRESENTATIVE DUES	589,548	620,522	620,486	630,292	626,342	634,664	637,438	605,384	700,279	530,467	531,939	(1,472)	5,304,674	6,196,894	(892,220)	
183																	
184	TOTAL GENERAL FUND EXPENSES	2,185,962	2,207,972	2,350,331	2,657,708	2,256,850	2,295,259	2,259,661	2,286,899	2,756,220	2,184,035	2,601,885	(417,850)	22,725,582	23,858,747	(1,133,165)	
185																	
186	TOTAL INCOME LESS TOTAL EXPENSES	(4,146)	245,450	(16,902)	(104,079)	90,285	400,218	126,921	113,575	(161,336)	(241,616)	(193,836)	47,780	(1,321,056)	496,150	1,817,206	
187																	
188	VOLUNTARY TRANSFERS																
189	Building Funds	4,000	4,000	4,000	4,000	4,000	4,000	4,000	4,000	4,000	4,000	4,000	-	40,000	40,000	-	
190	Strike Funds	-	-	-	-	-	-	-	-	-							
191	TOTAL VOLUNTARY TRANSFERS	4,000	4,000	4,000	4,000	4,000	4,000	4,000	4,000	4,000	4,000	4,000	-	40,000	40,000	-	
192																	
193	TOTAL INCOME LESS EXPENSES & TRANSFERS	(8,146)	241,450	(20,902)	(108,079)	86,285	396,218	122,921	109,575	(165,336)	(245,616)	(197,836)	47,780	(1,361,056)	456,150	1,817,206	

THIS SHEET IS INTENTIONALLY LEFT BLANK

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R
1	SEIU LOCAL 521																	
2	Income Statement - Current and YTD																	
3	For the Eleven Months Ending Wednesday, November 30, 2016																	
4																		
5		Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov			Y-T-D			NOTES
6		Actual	Actual	Actual	Actual	Actual	Actual	Actual	Actual	Actual	Actual	Budget	Actual	Better/(Worse)	Budget	Actual	Better/(Worse)	
7																		
8	TOTAL DUES RECEIPTS	2,172,533	2,449,502	2,303,314	2,547,692	2,349,777	2,687,319	2,355,801	2,392,690	2,583,703	2,433,540	1,929,288	2,289,290	360,002	23,202,512	26,565,161	3,362,649	Fredrick did not happened
9																		
10	OTHER INCOME																	
11	Interest & Dividends	3,960	-	2,760	75	5,163	-	25	-	-	26	831	-	(831)	9,137	12,009	2,872	
12	Sublease Rent	5,323	5,823	5,823	5,823	5,823	5,823	5,823	5,823	6,845	6,845	5,450	5,692	242	59,949	65,466	5,517	
13	Misc. Income - SEIU Int'l Subsidy	-	(1,903)	21,532	39	150	2,107	(46)	1,476	20	53	6,850	-	(6,850)	75,345	23,428	(51,917)	
14	Escrow - Unrecognized FP <45 Days	-	-	-	-	(13,778)	228	24,979	485	4,316	(32,415)	-	3,807	3,807	-	(12,378)	(12,378)	
15	TOTAL OTHER INCOME	9,283	3,920	30,115	5,937	(2,642)	8,158	30,781	7,784	11,181	(25,491)	13,131	9,499	(3,632)	144,431	88,525	(55,906)	
16																		
17	TOTAL GENERAL FUND INCOME	2,181,816	2,453,422	2,333,429	2,553,629	2,347,135	2,695,477	2,386,582	2,400,474	2,594,884	2,408,049	1,942,419	2,298,789	356,370	23,346,943	26,653,686	3,306,743	
18																		
19	GENERAL FUND EXPENSES																	
20	ORGANIZING OFFSET	312,670	312,670	312,670	312,670	312,670	312,670	312,670	312,670	312,670	312,670	312,670	312,670	-	3,439,370	3,439,370	-	
21																		
22	SALARIES																	
23	Administrative	36,662	36,661	37,638	56,660	38,676	41,099	35,286	51,977	68,358	45,790	37,260	46,103	(8,843)	447,118	494,910	(47,792)	
24	Admin Support	33,698	33,483	33,632	49,991	34,013	34,311	35,210	40,473	46,236	33,423	33,465	33,423	42	401,577	407,893	(6,316)	
25	Directors	73,981	75,175	77,553	117,472	75,016	78,675	79,338	73,506	110,034	72,336	84,248	72,336	11,912	1,010,975	905,422	105,553	SCCO position VAC
26	Internal Organizers/Research	316,462	312,362	314,580	484,248	315,929	307,808	304,275	327,127	468,695	336,542	331,050	332,176	(1,126)	3,972,599	3,820,204	152,395	vacant positions
27	Clerical	69,107	76,488	77,379	116,640	74,252	75,622	76,297	75,851	112,907	75,526	81,223	75,967	5,256	974,680	906,036	68,644	one vacant position
28	Facilities	9,404	3,697	3,697	5,546	3,697	3,745	5,470	7,542	11,313	7,542	3,771	7,542	(3,771)	45,254	69,195	(23,941)	
29	Data Base Services	23,281	22,961	22,961	34,499	22,961	23,297	23,439	23,493	35,597	25,046	23,831	25,075	(1,244)	285,972	282,610	3,362	
30	Temp. Internal Organizers/Research	1,665	821	4,141	6,496	1,531	8,992	6,646	4,051	3,409	7,154	3,434	1,534	1,900	37,774	46,440	(8,666)	
31	Temp. Clerical/Support	-	-	-	-	-	-	-	-	540	114	1,955	-	1,955	21,505	654	20,851	
32	Cash Outs	8,340	7,931	5,966	10,734	6,581	4,733	460	-	32,909	5,075	9,460	9,533	(73)	104,065	92,263	11,802	actual cash out
33	5% FTE Vacancy Rate	-	-	-	-	-	-	-	-	-	-	(29,742)	-	(29,742)	(356,909)	-	(356,909)	
34	TOTAL SALARIES	572,600	569,579	577,547	882,286	572,656	578,282	566,421	604,020	889,998	608,548	579,955	603,689	(23,734)	6,944,610	7,025,627	(81,017)	
35																		
36	PAYROLL RELATED																	
37	Pension	113,779	114,282	115,002	147,049	107,914	108,475	109,202	109,492	163,734	110,717	118,672	109,482	9,190	1,424,066	1,309,128	114,938	rate drop to 20%, reflected in April
38	Payroll Taxes	90,008	56,019	45,679	84,487	45,804	46,716	46,586	47,274	70,389	47,796	56,511	48,773	7,738	678,126	629,531	48,595	
39	Travel Staff - Admin	2,006	2,363	1,858	3,517	4,806	4,194	1,516	2,724	1,268	3,943	4,296	2,780	1,516	47,253	30,975	16,278	
40	Travel Staff - Internal Organizers	2,831	8,226	8,017	12,005	14,119	8,699	6,164	11,549	4,619	5,055	13,628	7,644	5,984	149,910	88,928	60,982	
41	Mileage/Ins. Reimb.-Admin & Director	269	502	477	186	210	288	744	634	1,713	1,331	555	1,313	(758)	6,101	7,667	(1,566)	
42	Mileage/Ins. Reimb.-Internal Organizers	12,726	13,148	14,366	18,704	8,809	15,544	11,492	9,480	11,990	12,874	14,149	17,795	(3,646)	155,634	146,928	8,706	
43	Telephone Reimbursement	7,682	7,388	7,496	9,335	5,724	7,902	5,124	9,355	5,559	9,035	6,821	5,895	926	75,034	80,495	(5,461)	
44	Retiree Health	11,358	11,584	11,384	11,600	11,384	11,010	11,650	10,632	11,451	11,240	13,555	11,143	2,412	149,110	124,436	24,674	
45	Retire Benefit Trust Fund	1	1	1	1	1	1	1	1	1	1	-	1	(1)	-	11	(11)	
46	Benefits (Health,Dental,Vision,Life,401K,Flex Plan)	233,643	235,224	233,845	241,753	233,350	226,981	213,703	224,981	233,567	229,357	242,442	234,959	7,483	2,666,862	2,541,363	125,499	rate increase across the board
47	Workers Comp Insurance	13,544	13,544	-	31,816	15,908	22,448	2,156	14,319	14,319	14,319	12,244	14,319	(2,075)	134,683	156,692	(22,009)	
48	Recruiting	90	214	194	327	989	200	725	39	1,376	16	176	624	(448)	1,935	4,794	(2,859)	
49	TOTAL PAYROLL RELATED	487,937	462,495	438,319	560,780	449,018	452,458	409,063	440,480	519,986	445,684	483,049	454,728	28,321	5,488,714	5,120,948	367,766	
50																		
51	TOTAL SALARIES & PAYROLL RELATED	1,060,537	1,032,074	1,015,866	1,443,066	1,021,674	1,030,740	975,484	1,044,500	1,409,984	1,054,232	1,063,004	1,058,417	4,587	12,433,324	12,146,575	286,749	

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R
1	SEIU LOCAL 521																	
2	Income Statement - Current and YTD																	
3	For the Eleven Months Ending Wednesday, November 30, 2016																	
4																		
5		Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov			Y-T-D			NOTES
6		Actual	Actual	Actual	Actual	Actual	Actual	Actual	Actual	Actual	Actual	Budget	Actual	Better/(Worse)	Budget	Actual	Better/(Worse)	
52																		
53	MISCELLANEOUS																	
54	Agency Fee	25,000	25,000	25,000	25,000	25,000	25,000	25,000	25,000	25,000	25,000	25,000	25,000	-	275,000	275,000	-	
55	Capital Fund	5,000	5,000	5,000	5,000	5,000	5,000	5,000	5,000	5,000	5,000	5,000	5,000	-	55,000	55,000	-	
56	Community First	-	-	-	-	-	-	-	-	-	200,000	-	-	-	-	200,000	(200,000)	motion from 9/2016
57	Member & Staff Training	-	-	-	-	-	-	-	-	-	100,000	-	-	-	-	100,000	(100,000)	motion from 9/2016
58	Admin Exp Paid to Employers	392	612	466	600	459	743	607	411	566	(598)	510	498	12	5,610	4,756	854	
59	Free Life Insurance to Members (BFL)	319	319	316	316	317	319	322	321	326	330	298	326	(28)	3,273	3,531	(258)	
60	Retiree Allocation	2,251	1,371	586	866	1,260	109	1,467	1,014	918	1,292	942	508	434	10,367	11,642	(1,275)	
61	Dodge Scholarship	1,250	1,250	1,250	1,250	1,250	1,250	1,250	1,250	1,250	1,250	1,250	1,250	-	13,750	13,750	-	
62	Computer Database Unionware	9,128	1,638	5,783	5,383	5,383	5,383	5,383	5,383	5,383	5,383	5,423	5,475	(52)	59,653	59,705	(52)	
63	TOTAL MISCELLANEOUS	43,340	35,190	38,401	38,415	38,669	37,804	39,029	38,379	38,443	337,657	38,423	38,057	366	422,653	723,384	(300,731)	
64																		
65	ARBITRATIONS & LEGAL																	
66	Arbitrations Fees & Legal Admin	2,660	9,931	13,068	11,560	7,984	20,065	43,829	33,360	42,684	41,639	16,237	10,096	6,141	178,609	236,876	(58,267)	more activities than anticipated
67	Retainer	21,150	21,150	42,300	-	42,300	21,150	21,150	21,150	21,150	21,150	21,150	21,150	-	232,650	253,800	(21,150)	Dec. 2015 paid in 2016
68	Automatic Legal Defense Fund (\$0.15 per CAP per month)	3,862	3,862	3,862	3,862	11,876	9,263	6,213	5,893	5,882	4,716	4,053	4,698	(645)	44,581	63,989	(19,408)	Fredrick did not happened
69	TOTAL ARBITRATIONS & LEGAL	27,672	34,943	59,230	15,422	62,160	50,478	71,192	60,403	69,716	67,505	41,440	35,944	5,496	455,840	554,665	(98,825)	
70																		
71	FACILITIES																	
72	Rent - San Jose	36,375	36,295	36,375	36,375	36,375	36,375	36,375	36,375	36,375	48,913	36,339	36,375	(36)	399,729	412,583	(12,854)	
73	Rent - Redwood City	4,454	4,454	4,454	4,454	4,454	4,454	4,454	9,269	5,415	4,695	4,304	5,015	(711)	47,344	55,572	(8,228)	
74	Rent - Santa Cruz & Watsonville	3,866	3,866	4,901	2,832	3,866	3,866	3,866	3,977	3,977	4,368	3,393	3,977	(584)	37,319	43,362	(6,043)	
75	Rent - Hanford	550	550	550	550	550	550	550	550	550	550	550	550	-	6,050	6,050	-	
76	Utilities	8,719	11,858	11,830	9,269	10,888	15,212	18,523	18,484	17,663	18,040	13,352	9,976	3,376	146,869	150,462	(3,593)	
77	Kitchen Sundries	1,368	2,875	2,731	4,158	4,864	5,904	3,870	1,725	4,120	2,148	4,765	2,972	1,793	52,414	36,735	15,679	
78	General Liability Insurance & Property Tax	16,483	16,204	2,917	11,716	20,652	20,652	20,652	20,652	20,652	20,652	13,105	20,652	(7,547)	144,150	191,884	(47,734)	rate increase
79	Building Maintenance/Security/Janitorial	17,848	15,952	13,222	8,331	9,057	17,160	24,701	10,510	26,873	12,834	12,916	12,914	2	142,080	169,402	(27,322)	HOA problem at SJC
80	TOTAL FACILITIES	89,663	92,054	76,980	77,685	90,706	104,173	112,991	101,542	115,625	112,200	88,724	92,431	(3,707)	975,955	1,066,050	(90,095)	
81																		
82	ADMINISTRATIVE - OFFICES																	
83	Audit/Acct. Fees	2,614	7,993	3,359	11,945	2,280	30,639	5,331	26,966	4,385	8,894	11,549	4,628	6,921	127,042	109,034	18,008	
84	Subscriptions	23	466	24	132	23	134	162	132	246	211	171	-	171	1,884	1,553	331	
85	Office Sundries	51	3,577	5,848	5,153	2,829	2,872	7,066	5,318	5,759	6,716	4,961	3,137	1,824	54,570	48,326	6,244	
86	Office Equipment Leases	11,043	14,541	11,387	18,354	14,234	14,723	15,214	14,506	16,246	14,996	14,655	16,387	(1,732)	161,202	161,631	(429)	
87	Equipment Maintenance & Repair Contracts	1,262	739	5,972	2,769	1,136	2,188	19,703	(9,593)	3,498	3,318	6,724	1,372	5,352	73,959	32,364	41,595	
88	Contributions	68	133	250	149	68	135	109	500	558	228	101	500	(399)	1,106	2,698	(1,592)	
89	Research Material & Data / Tele Townhall	199	199	199	199	199	199	199	199	199	199	199	199	-	2,189	2,189	-	
90	TOTAL ADMIN - OFFICES	15,260	27,648	27,039	38,701	20,769	50,890	47,784	38,028	30,891	34,562	38,360	26,223	12,137	421,952	357,795	64,157	
91																		
92	INFORMATION TECHNOLOGY																	
93	Supplies	333	1,864	-	4,577	1,360	1,267	4,695	784	695	453	2,200	1,399	801	24,200	17,427	6,773	
94	Internet	10,466	10,392	73	10,466	10,635	10,636	20,858	10,635	10,529	10,465	10,468	10,465	3	115,148	115,620	(472)	
95	Subscriptions	997	199	-	-	-	-	-	-	4,637	4,637	2,403	7,193	(4,790)	26,429	17,663	8,766	
96	Professional Services	-	-	-	-	-	-	-	2,443	-	-	-	(2,443)	2,443	-	-	-	

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R
1	SEIU LOCAL 521																	
2	Income Statement - Current and YTD																	
3	For the Eleven Months Ending Wednesday, November 30, 2016																	
4																		
5		Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov			Y-T-D			NOTES
6		Actual	Actual	Actual	Actual	Actual	Actual	Actual	Actual	Actual	Actual	Budget	Actual	Better/(Worse)	Budget	Actual	Better/(Worse)	
97	TOTAL INFORMATION TECHNOLOGY	11,796	12,455	73	15,043	11,995	11,903	25,553	13,862	15,861	15,555	15,071	16,614	(1,543)	165,777	150,710	15,067	
98																		
99	COMMUNICATIONS																	
100	Printing	1,899	1,975	897	2,377	867	919	494	965	2,740	265	1,398	-	1,398	15,374	13,398	1,976	
101	Paper	417	2,495	2,206	4,727	1,372	1,186	942	1,230	4,407	2,947	2,330	1,485	845	25,626	23,414	2,212	
102	Website/Station/Communication	-	1	-	-	-	750	-	1,890	100	50	464	-	464	5,109	2,791	2,318	
103	Telephone & Internet	6,844	7,203	16,032	7,963	6,630	7,117	(4,111)	6,557	7,042	7,314	5,714	8,642	(2,928)	62,854	77,233	(14,379)	reclass with line 94 in March
104	Postage	5,745	1,485	7,146	12,812	842	6,001	327	5,592	711	36	4,953	14,385	(9,432)	54,478	55,082	(604)	rebate refund check monthly
105	Professional Fees/Translations	98	150	-	1,760	219	2,912	5,000	2,958	319	-	106	-	106	1,171	13,416	(12,245)	MOU translation
106	TOTAL COMMUNICATIONS	15,003	13,309	26,281	29,639	9,930	18,885	2,652	19,192	15,319	10,612	14,965	24,512	(9,547)	164,612	185,334	(20,722)	
107																		
108	STAFF MEETING & TRAINING																	
109	Staff/Director Training	555	1,004	700	1,077	1,230	112	923	1,133	1,089	549	917	344	573	10,083	8,716	1,367	
110	Staff - Representation & Political & Communication	5,098	5,576	5,100	9,041	14,256	6,153	8,586	5,185	6,454	3,881	7,222	5,487	1,735	79,437	74,817	4,620	
111	Clerical Staff	-	-	117	-	-	-	-	-	349	-	83	-	83	917	466	451	
112	Executive Staff	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
113	Tuition Reimbursement - CWA	-	-	-	-	-	-	-	-	-	-	125	-	125	1,375	-	1,375	
114	Tuition Reimbursement - OPEIU	-	-	-	-	-	322	-	437	-	-	125	-	125	1,375	759	616	
115	TOTAL STAFF MEETING & TRAINING	5,653	6,580	5,917	10,118	15,486	6,587	9,509	6,755	7,892	4,430	8,472	5,831	2,641	93,187	84,758	8,429	
116																		
117	EDUCATION & TRAINING																	
118	Steward & Chief Steward Training	235	559	436	1,465	269	84	17	409	356	370	417	116	301	4,583	4,316	267	
119	Executive Board	-	-	-	-	144	-	-	-	-	-	167	-	167	1,833	144	1,689	
120	Education & Training Committee Meeting & Materials	-	-	-	-	-	-	-	-	-	-	792	-	792	8,708	-	8,708	
121	Industry Training Events	17	-	77	44	-	220	44	56	76	50	417	11	406	4,583	595	3,988	
122	TOTAL EDUCATION & TRAINING	252	559	513	1,509	413	304	61	465	432	420	1,793	127	1,666	19,707	5,055	14,652	
123																		
124	POLITICAL/SOCIAL INVOLVEMENT																	
125	Candidates Account (\$0.25 per Member per Month)	7,233	7,642	7,646	7,764	7,689	7,836	7,839	7,443	7,467	7,776	8,443	7,708	735	92,878	84,043	8,835	
126	Issues Account (\$0.25 per Member per Month)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
127	I.E. Account (\$0.00 per Member per Month)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
128	Legal	778	1,242	1,454	-	3,701	-	859	2,984	7,431	1,803	1,058	5,765	(4,707)	11,641	26,017	(14,376)	more expenses than anticipated
129	Committee Meetings	560	297	882	1,083	995	534	134	113	2,131	1,443	788	4,658	(3,870)	8,663	12,830	(4,167)	more expenses than anticipated
130	Conferences	-	-	-	-	-	-	-	-	-	-	66	-	66	726	-	726	
131	Electoral Staff/Activity	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
132	Polls & Surveys	-	-	-	-	-	-	-	-	1,200	322	17	50	(33)	183	1,572	(1,389)	
133	Special Printing	-	-	-	-	-	-	87	-	-	12	42	-	42	458	99	359	
134	Subscriptions	-	-	-	-	-	-	-	-	-	-	8	-	8	92	-	92	
135	TOTAL POLITICAL/SOCIAL INVOLVEMENT	8,571	9,181	9,982	8,847	12,385	8,370	8,919	10,540	18,229	11,356	10,422	18,181	(7,759)	114,641	124,561	(9,920)	
136																		
137	SOCIAL & ECONOMIC JUSTICE																	
138	Committee Meetings	128	118	77	1,089	135	6	60	227	99	94	879	322	557	9,665	2,355	7,310	
139	Conferences	-	-	-	-	-	-	-	-	-	747	208	297	(89)	2,292	1,044	1,248	
140	Contributions/Solidarity	-	195	-	550	-	-	-	-	-	-	94	-	94	1,034	745	289	
141	Caucus Activities	2,098	3,583	1,745	2,269	2,662	1,437	1,871	1,648	2,039	5,316	3,792	4,303	(511)	41,708	28,971	12,737	

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R
1	SEIU LOCAL 521																	
2	Income Statement - Current and YTD																	
3	For the Eleven Months Ending Wednesday, November 30, 2016																	
4																		
5		Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov			Y-T-D			NOTES
6		Actual	Actual	Actual	Actual	Actual	Actual	Actual	Actual	Actual	Actual	Budget	Actual	Better/(Worse)	Budget	Actual	Better/(Worse)	
142	TOTAL SOCIAL & ECONOMIC JUSTICE	2,226	3,896	1,822	3,908	2,797	1,443	1,931	1,875	2,138	6,157	4,973	4,922	51	54,699	33,115	21,584	
143																		
144	MEMBER INVOLVEMENT																	
145	Memorabilia/Give Away/Member Pride	-	438	-	9,614	8,418	(950)	420	9,568	335	-	1,667	-	1,667	18,333	27,843	(9,510)	SURGE spending
146	Awards/Recognition	-	-	-	-	-	-	-	-	-	-	42	-	42	458	-	458	
147	Planning & Event Prep	-	-	-	-	-	-	-	-	-	-			-		-	-	
148	Ex Board/Advisory Board Reimbursement	-	-	-	-	-	-	-	-	-	-	83	-	83	917	-	917	
149	Rally Rental & Bus	-	-	237	-	-	-	-	-	-	-	42	1,616	(1,574)	458	1,853	(1,395)	
150	Member Reimbursement/Lost time	43	502	237	212	-	4,276	2,141	1,342	23	4,146	417	1,365	(948)	4,583	14,287	(9,704)	NEG lost timers - more than anticipated
151	Transportation & Vehicle	892	1,659	61	3,809	9,250	4,005	(576)	17,945	13,044	11,908	1,250	8,540	(7,290)	13,750	70,537	(56,787)	SURGE spending
152	TOTAL MEMBER INVOLEMENT	935	2,599	535	13,635	17,668	7,331	1,985	28,855	13,402	16,054	3,501	11,521	(8,020)	38,499	114,520	(76,021)	
153																		
154	NEGOTIATIONS																	
155	Printing Contracts	-	-	-	659	(256)	128	-	-	-	-	5,000	770	4,230	55,000	1,301	53,699	
156	Meetings & Supplies	1,422	2,026	1,154	2,504	1,761	990	1,733	3,832	3,849	3,587	5,000	2,821	2,179	55,000	25,679	29,321	
157	Strike Preparations	-	-	-	-	-	-	11	-	-	-	42	-	42	458	11	447	
158	TOTAL NEGOTIATIONS	1,422	2,026	1,154	3,163	1,505	1,118	1,744	3,832	3,849	3,587	10,042	3,591	6,451	110,458	26,991	83,467	
159																		
160	MEETINGS & EVENTS																	
161	Executive Board Meetings	454	1,604	648	1,160	4,589	1,422	1,216	483	1,103	625	1,250	1,749	(499)	13,750	15,053	(1,303)	
162	Steward/Council Meetings	241	426	343	75	270	175	75	134	417	257	-	4,326	(4,326)	-	6,739	(6,739)	
163	Officer Election - 2015	719	-	152,391	-	-	-	-	-	(31)	82,067	-	288	(288)	75,000	235,434	(160,434)	paid AAA balance per agreement, paid less in 2015, & CEO election
164	Int'l Convention & Delegate Election	-	-	-	14,360	6,477	16,302	9,427	-	-	-			-	70,000	46,566	23,434	
165	Industries & Members Conference	-	236	-	-	346	-	-	-	-	-	458	-	458	5,042	582	4,460	
166	Miscellaneous	-	-	-	-	-	-	-	-	-	-			-	-	-	-	
167	TOTAL MEETINGS & EVENTS	1,414	2,266	153,382	15,595	11,682	17,899	10,718	617	1,489	82,949	1,708	6,363	(4,655)	163,792	304,374	(140,582)	
168																		
169	REPRESENTATIVE DUES																	
170	SEIU \$7.65 ea	287,767	305,256	305,855	310,072	308,273	313,217	314,173	297,584	297,029	309,204	258,369	307,777	(49,408)	2,842,054	3,356,207	(514,153)	it was budget Fredrick eff. 5/2016
171	SEIU Unity Fund \$5.00ea	184,810	192,475	191,730	195,550	194,150	195,680	196,865	188,005	186,420	195,450	166,368	192,445	(26,077)	1,830,052	2,113,580	(283,528)	it was budget Fredrick eff. 5/2016
172	SEIU Retirees \$1.00ea	817	497	214	317	460	38	533	318	334	467	400	187	213	4,400	4,182	218	it was budget Fredrick eff. 5/2016
173	SEIU State Council \$2.53ea	94,445	100,053	100,275	101,721	101,049	102,717	102,876	97,631	194,680	4,063	85,447	100,860	(15,413)	939,922	1,100,370	(160,448)	it was budget Fredrick eff. 5/2016
174	Nurse Alliance \$1.45ea	934	929	916	899	896	922	908	905	900	886	870	876	(6)	9,570	9,971	(401)	it was budget Fredrick eff. 5/2016
175	So Bay CLC \$0.65ea	9,593	9,896	9,885	10,015	9,730	10,206	10,222	9,640	10,102	10,406	8,407	10,338	(1,931)	92,482	110,033	(17,551)	it was budget Fredrick eff. 5/2016
176	SMCO CLC \$0.70ea	1,819	1,837	1,830	1,894	1,908	1,920	1,918	1,874	1,955	1,973	1,805	1,960	(155)	19,850	20,888	(1,038)	it was budget Fredrick eff. 5/2016
177	Fresno CLC \$0.45ea	2,213	2,820	2,877	2,839	2,903	2,915	2,920	2,556	1,903	2,452	2,926	2,477	449	32,190	28,875	3,315	it was budget Fredrick eff. 5/2016
178	Bakersfield CLC \$0.25ea	2,095	2,173	2,177	2,198	2,174	2,187	2,162	2,133	2,214	2,222	1,639	2,207	(568)	18,027	23,942	(5,915)	it was budget Fredrick eff. 5/2016
179	Monterey & Santa Cruz LC \$0.55ea	4,062	3,540	3,674	3,726	3,743	3,791	3,787	3,715	3,721	3,757	3,332	3,748	(416)	36,655	41,264	(4,609)	it was budget Fredrick eff. 5/2016
180	CA Labor Fed 25% X .47ea	883	936	943	951	946	961	964	913	911	949	794	944	(150)	8,730	10,301	(1,571)	it was budget Fredrick eff. 5/2016
181	North Valley CLC \$.55ea	110	110	110	110	110	110	110	110	110	110	110	110	-	1,210	1,210	-	
182	TOTAL REPRESENTATIVE DUES	589,548	620,522	620,486	630,292	626,342	634,664	637,438	605,384	700,279	531,939	530,467	623,929	(93,462)	5,835,142	6,820,823	(985,681)	
183																		
184	TOTAL GENERAL FUND EXPENSES	2,185,962	2,207,972	2,350,331	2,657,708	2,256,850	2,295,259	2,259,661	2,286,899	2,756,220	2,601,885	2,184,035	2,279,333	(95,298)	24,909,608	26,138,080	(1,228,472)	

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R
1	SEIU LOCAL 521																	
2	Income Statement - Current and YTD																	
3	For the Eleven Months Ending Wednesday, November 30, 2016																	
4																		
5		Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov			Y-T-D			NOTES
6		Actual	Actual	Actual	Actual	Actual	Actual	Actual	Actual	Actual	Actual	Budget	Actual	Better/(Worse)	Budget	Actual	Better/(Worse)	
185																		
186	TOTAL INCOME LESS TOTAL EXPENSES	(4,146)	245,450	(16,902)	(104,079)	90,285	400,218	126,921	113,575	(161,336)	(193,836)	(241,616)	19,456	261,072	(1,562,665)	515,606	2,078,271	
187																		
188	VOLUNTARY TRANSFERS																	
189	Building Funds	4,000	4,000	4,000	4,000	4,000	4,000	4,000	4,000	4,000	4,000	4,000	4,000	-	44,000	44,000	-	
190	Strike Funds	-	-	-	-	-	-	-	-	-	-							
191	TOTAL VOLUNTARY TRANSFERS	4,000	4,000	4,000	4,000	4,000	4,000	4,000	4,000	4,000	4,000	4,000	4,000	-	44,000	44,000	-	
192																		
193	TOTAL INCOME LESS EXPENSES & TRANSFERS	(8,146)	241,450	(20,902)	(108,079)	86,285	396,218	122,921	109,575	(165,336)	(197,836)	(245,616)	15,456	261,072	(1,606,665)	471,606	2,078,271	

THIS SHEET IS INTENTIONALLY LEFT BLANK

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P
1	SEIU LOCAL 521															
2	Organizing															
3	Income Statement															
4	For the Ten Months Ending Monday, October 31, 2016															
5																
6		Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep		Oct			Y-T-D	
7		Actual	Actual	Actual	Actual	Actual	Actual	Actual	Actual	Actual	Budget	Actual	Better/(Worse)	Budget	Actual	Better/(Worse)
8																
9	BUDGET FROM GENERAL FUND	312,670	312,670	312,670	312,670	312,670	312,670	312,670	312,670	312,670	312,670	312,670	-	3,126,700	3,126,700	-
10																
11	EXPENSES															
12	Legal - Org	2,350	2,350	4,700	-	4,700	2,350	2,350	2,350	2,350	2,350	2,350	-	23,500	25,850	(2,350)
13	Salaries - Organizing	103,317	95,850	98,033	147,454	98,771	98,900	98,154	85,726	111,899	160,729	77,395	83,334	1,607,292	1,015,499	591,793
14	Salaries - Org / Intern / Lost Timer	-	-	-	-	-	-	-	-	-	4,167	-	4,167	41,667	-	41,667
15	Part Time Exp - Org	45,012	6,024	6,910	35,434	6,325	2,074	7,507	4,513	3,028	8,593	3,453	5,140	85,928	120,280	(34,352)
16	Workers Comp. Insurance Exp - Org	1,905	1,905	2,237	2,237	2,237	2,237	2,014	2,014	2,014	5,626	2,014	3,612	56,255	20,814	35,441
17	Payroll Tax Exp - Org	8,125	7,315	7,482	11,243	7,775	7,548	7,937	6,541	8,825	19,288	5,904	13,384	192,875	78,695	114,180
18	Employee Benefits Exp - Org	31,267	31,599	36,311	32,670	31,174	31,174	31,302	25,912	25,830	60,865	25,870	34,995	608,646	303,109	305,537
19	Pension Plan Exp - Org	19,542	20,119	16,710	29,050	19,421	19,479	16,597	16,084	22,782	33,753	15,234	18,519	337,531	195,018	142,513
20	401k Matching Exp - Org	2,575	2,341	2,398	3,596	2,502	2,414	2,567	1,932	2,889	4,080	1,928	2,152	40,797	25,142	15,655
21	Staff Recruiting Exp - Org	51	-	-	-	-	-	-	-	-	30	-	30	297	51	246
22	Cash Outs - Org	3,121	-	-	-	3,091	-	-	-	3,456	371	-	371	3,713	9,668	(5,955)
23	Training Exp - Org	-	-	-	-	-	-	-	-	-	220	-	220	2,195	-	2,195
24	Mileage Reimbursement Exp - Org	815	2,631	1,820	979	2,695	412	1,312	1,324	716	1,447	1,337	110	14,465	14,041	424
25	Vehicle Exp - Org	5,163	1,997	2,859	878	1,946	3,368	2,927	1,572	2,213	4,285	3,276	1,009	42,845	26,199	16,646
26	Rent Exp - Org	-	-	-	-	-	-	-	-	-	2,500	-	2,500	25,000	-	25,000
27	Telephone Exp - Org	1,865	2,236	3,891	3,719	3,262	2,255	414	2,408	2,006	2,998	2,102	896	29,980	24,158	5,822
28	IT Supplies Exp - Org	-	557	627	-	-	-	-	-	-	550	-	550	5,500	1,184	4,316
29	IT Supplies Exp VIS - Org	47	-	-	-	610	-	-	-	-	-	-	-	-	657	(657)
30	IT Subscriptions - Org	-	-	-	-	-	-	-	-	-	601	-	601	6,007	-	6,007
31	IT Internet Exp - Org	1,240	1,240	-	-	1,240	1,240	3,720	1,240	(4,960)	1,240	-	1,240	12,400	4,960	7,440
32	Utilities Exp - Org	117	473	276	289	20	642	731	571	(1,302)	374	-	374	3,737	1,817	1,920
33	Equipment Leasing Exp - Org	434	486	586	486	486	586	486	486	(971)	505	-	505	5,048	3,065	1,983
34	Equipment Maintenance & Repair Exp - Org	-	-	-	-	89	-	-	101	(101)	95	-	95	949	89	860
35	Building Maintenance & Repair Exp - Org	3,088	1,532	2,038	1,383	1,696	1,310	1,486	1,462	(2,948)	926	-	926	9,260	11,047	(1,787)
36	Office Supplies Exp - Org	10	393	595	814	391	730	10	919	(364)	38	125	(87)	378	3,623	(3,245)
37	Lunchroom Supplies Exp - Org	-	1,103	(266)	1,405	920	(83)	748	19	(767)	416	-	416	4,155	3,079	1,076
38	Paper Exp - Org	528	-	-	291	-	-	-	-	-	128	-	128	1,283	819	464
39	Printing Exp - Org	-	-	19	-	48	97	-	261	(261)	116	-	116	1,155	164	991
40	Postage Exp - Org	-	-	134	-	-	-	-	-	-	2,066	-	2,066	20,657	134	20,523
41	Communication Cost Exp - Org	-	-	-	-	-	-	-	-	-	1,000	50	950	10,000	50	9,950
42	Translation Exp - Org	-	-	-	-	-	-	-	-	-	100	-	100	1,000	-	1,000
43	Computer Database Services Exp - Org	-	-	-	-	-	-	-	-	-	299	-	299	2,990	-	2,990
44	Referral Lead Exp - Org	-	-	-	-	-	-	-	-	-	200	-	200	2,000	-	2,000
45	Professional Fee Exp - Org	-	-	-	-	-	2,993	-	-	1,000	206	-	206	2,062	3,993	(1,931)
46	Subscriptions Exp - Org	23	23	193	24	23	23	23	23	(46)	38	-	38	382	309	73
47	Travel Exp - Org	21,289	35,270	41,294	22,228	38,647	26,846	67,051	26,703	32,741	29,706	21,150	8,556	297,059	333,219	(36,160)
48	Conference Exp - Org	-	900	-	-	-	-	-	-	-	159	-	159	1,593	900	693
49	Rally / Bus Rental Exp - Org	-	-	-	-	-	-	-	-	-	448	-	448	4,483	-	4,483
50	Memorabilia / Give Away Exp - Org	-	-	-	-	-	-	-	-	-	2,553	-	2,553	25,530	-	25,530
51	Meeting Exp - Org	67	261	326	1,372	543	6,453	(2,807)	2,679	1,191	826	124	702	8,259	10,209	(1,950)
52	Donation Exp - Org	-	-	-	-	-	-	-	-	-	625	-	625	6,250	-	6,250
53	SEIU Int'l Share Cost	-	-	-	-	-	-	-	-	-	42,277	-	42,277	422,770	-	422,770
54	TOTAL ORGANIZING EXPENSES	251,951	216,605	229,173	295,552	228,612	213,048	244,529	184,840	211,220	396,794	162,312	234,482	3,967,893	2,237,842	1,730,051
55																
56	NET INCOME	60,719	96,065	83,497	17,118	84,058	99,622	68,141	127,830	101,450	(84,124)	150,358	234,482	(841,193)	888,858	1,730,051

THIS SHEET IS INTENTIONALLY LEFT BLANK

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q
1	SEIU LOCAL 521																
2	Organizing																
3	Income Statement																
4	For the Eleven Months Ending Wednesday, November 30, 2016																
5																	
6		Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov			Y-T-D		
7		Actual	Actual	Actual	Actual	Actual	Actual	Actual	Actual	Actual	Actual	Budget	Actual	Better/(Worse)	Budget	Actual	Better/(Worse)
8																	
9	BUDGET FROM GENERAL FUND	312,670	312,670	312,670	312,670	312,670	312,670	312,670	312,670	312,670	312,670	312,670	312,670	-	3,439,370	3,439,370	-
10																	
11	EXPENSES																
12	Legal - Org	2,350	2,350	4,700	-	4,700	2,350	2,350	2,350	2,350	2,350	2,350	2,350	-	25,850	28,200	(2,350)
13	Salaries - Organizing	103,317	95,850	98,033	147,454	98,771	98,900	98,154	85,726	111,899	77,395	160,729	79,306	81,423	1,768,021	1,094,805	673,216
14	Salaries - Org / Intern / Lost Timer	-	-	-	-	-	-	-	-	-	-	4,167	-	4,167	45,833	-	45,833
15	Part Time Exp - Org	45,012	6,024	6,910	35,434	6,325	2,074	7,507	4,513	3,028	3,453	8,593	3,646	4,947	94,520	123,926	(29,406)
16	Workers Comp. Insurance Exp - Org	1,905	1,905	2,237	2,237	2,237	2,237	2,014	2,014	2,014	2,014	5,626	2,014	3,612	61,881	22,828	39,053
17	Payroll Tax Exp - Org	8,125	7,315	7,482	11,243	7,775	7,548	7,937	6,541	8,825	5,904	19,288	6,465	12,823	212,163	85,160	127,003
18	Employee Benefits Exp - Org	31,267	31,599	36,311	32,670	31,174	31,174	31,302	25,912	25,830	25,870	60,865	25,871	34,994	669,510	328,980	340,530
19	Pension Plan Exp - Org	19,542	20,119	16,710	29,050	19,421	19,479	16,597	16,084	22,782	15,234	33,753	15,576	18,177	371,284	210,594	160,690
20	401k Matching Exp - Org	2,575	2,341	2,398	3,596	2,502	2,414	2,567	1,932	2,889	1,928	4,080	1,928	2,152	44,876	27,070	17,806
21	Staff Recruiting Exp - Org	51	-	-	-	-	-	-	-	-	-	30	-	30	326	51	275
22	Cash Outs - Org	3,121	-	-	-	3,091	-	-	-	3,456	-	371	-	371	4,085	9,668	(5,583)
23	Training Exp - Org	-	-	-	-	-	-	-	-	-	-	220	-	220	2,415	-	2,415
24	Mileage Reimbursement Exp - Org	815	2,631	1,820	979	2,695	412	1,312	1,324	716	1,337	1,447	462	985	15,912	14,503	1,409
25	Vehicle Exp - Org	5,163	1,997	2,859	878	1,946	3,368	2,927	1,572	2,213	3,276	4,285	5,969	(1,684)	47,130	32,168	14,962
26	Rent Exp - Org	-	-	-	-	-	-	-	-	-	-	2,500	-	2,500	27,500	-	27,500
27	Telephone Exp - Org	1,865	2,236	3,891	3,719	3,262	2,255	414	2,408	2,006	2,102	2,998	3,676	(678)	32,978	27,834	5,144
28	IT Supplies Exp - Org	-	557	627	-	-	-	-	-	-	-	550	-	550	6,050	1,184	4,866
29	IT Supplies Exp VIS - Org	47	-	-	-	610	-	-	-	-	-	-	-	-	-	657	(657)
30	IT Subscriptions - Org	-	-	-	-	-	-	-	-	-	-	601	-	601	6,607	-	6,607
31	IT Internet Exp - Org	1,240	1,240	-	-	1,240	1,240	3,720	1,240	(4,960)	-	1,240	-	1,240	13,640	4,960	8,680
32	Utilities Exp - Org	117	473	276	289	20	642	731	571	(1,302)	-	374	-	374	4,110	1,817	2,293
33	Equipment Leasing Exp - Org	434	486	586	486	486	586	486	486	(971)	-	505	-	505	5,552	3,065	2,487
34	Equipment Maintenance & Repair Exp - Org	-	-	-	-	89	-	-	101	(101)	-	95	-	95	1,044	89	955
35	Building Maintenance & Repair Exp - Org	3,088	1,532	2,038	1,383	1,696	1,310	1,486	1,462	(2,948)	-	926	-	926	10,186	11,047	(861)
36	Office Supplies Exp - Org	10	393	595	814	391	730	10	919	(364)	125	38	125	(87)	415	3,748	(3,333)
37	Lunchroom Supplies Exp - Org	-	1,103	(266)	1,405	920	(83)	748	19	(767)	-	416	-	416	4,571	3,079	1,492
38	Paper Exp - Org	528	-	-	291	-	-	-	-	-	-	128	-	128	1,411	819	592
39	Printing Exp - Org	-	-	19	-	48	97	-	261	(261)	-	116	-	116	1,271	164	1,107
40	Postage Exp - Org	-	-	134	-	-	-	-	-	-	-	2,066	-	2,066	22,722	134	22,588
41	Communication Cost Exp - Org	-	-	-	-	-	-	-	-	-	50	1,000	(50)	1,050	11,000	-	11,000
42	Translation Exp - Org	-	-	-	-	-	-	-	-	-	-	100	-	100	1,100	-	1,100
43	Computer Database Services Exp - Org	-	-	-	-	-	-	-	-	-	-	299	-	299	3,289	-	3,289
44	Referral Lead Exp - Org	-	-	-	-	-	-	-	-	-	-	200	-	200	2,200	-	2,200
45	Professional Fee Exp - Org	-	-	-	-	-	2,993	-	-	1,000	-	206	-	206	2,268	3,993	(1,725)
46	Subscriptions Exp - Org	23	23	193	24	23	23	23	23	(46)	-	38	-	38	420	309	111
47	Travel Exp - Org	21,289	35,270	41,294	22,228	38,647	26,846	67,051	26,703	32,741	21,150	29,706	29,463	243	326,765	362,682	(35,917)
48	Conference Exp - Org	-	900	-	-	-	-	-	-	-	-	159	-	159	1,752	900	852
49	Rally / Bus Rental Exp - Org	-	-	-	-	-	-	-	-	-	-	448	-	448	4,931	-	4,931
50	Memorabilia / Give Away Exp - Org	-	-	-	-	-	-	-	-	-	-	2,553	-	2,553	28,083	-	28,083
51	Meeting Exp - Org	67	261	326	1,372	543	6,453	(2,807)	2,679	1,191	124	826	507	319	9,085	10,716	(1,631)
52	Donation Exp - Org	-	-	-	-	-	-	-	-	-	-	625	-	625	6,875	-	6,875
53	SEIU Int'l Share Cost	-	-	-	-	-	-	-	-	-	-	42,277	-	42,277	465,047	-	465,047
54	TOTAL ORGANIZING EXPENSES	251,951	216,605	229,173	295,552	228,612	213,048	244,529	184,840	211,220	162,312	396,794	177,308	219,486	4,364,678	2,415,150	1,949,528
55																	
56	NET INCOME	60,719	96,065	83,497	17,118	84,058	99,622	68,141	127,830	101,450	150,358	(84,124)	135,362	219,486	(925,308)	1,024,220	1,949,528

THIS SHEET IS INTENTIONALLY LEFT BLANK

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	R
1	REGION 1															
2	County	Office	B	C		Jan-16	Feb-16	Mar-16	Apr-16	May-16	Jun-16	Jul-16	Aug-16	Sep-16	Oct-16	AVERAGE
3	SCC	SJC	12	M	Achievekids	98	96	97	100	98	99	100	102	101	100	99
4	SCC	SJC	12	A	Achievekids - Agency	-	1	1	-	2	2	2	1	-	-	1
5	SCC	SJC	12	M	American Red Cross Blood Services Northern California Region	36	35	35	-	36	39	-	36	35	-	25
6	SCC	SJC	12	A	American Red Cross Blood Services Northern California Region - Agency	-	-	-	-	-	-	-	-	-	-	-
7	SCC	SJC	12	M	Campbell Union High School District	-	63	-	64	66	-	65	45	-	63	37
8	SCC	SJC	12	A	Campbell Union High School District - Agency	-	1	-	1	1	-	1	1	-	1	1
9	SCC	RWC	26	M	City of East Palo Alto	28	25	28	27	30	29	29	31	31	31	29
10	SCC	RWC	26	A	City of East Palo Alto - Agency	3	8	6	8	4	4	4	3	4	3	5
11	SMC	RWC	26	M	City of Menlo Park	101	100	106	105	105	108	110	108	111	113	107
12	SMC	RWC	26	A	City of Menlo Park - Agency	182	182	185	180	177	175	207	206	185	177	186
13	SCC	RWC	26	M	City of Mountain View	121	118	118	116	115	114	114	113	111	110	115
14	SCC	RWC	26	A	City of Mountain View - Agency	32	36	36	36	34	33	36	36	34	37	35
15	SCC	RWC	26	M	City of Palo Alto	376	368	381	405	403	396	389	384	388	384	387
16	SCC	RWC	26	A	City of Palo Alto - Agency	284	300	296	276	282	277	283	288	279	286	285
17	SMC	RWC	26	M	City of Redwood City	208	208	208	205	207	206	207	205	216	224	209
18	SMC	RWC	26	A	City of Redwood City - Agency	35	36	34	35	34	36	36	35	35	17	33
19	SMC	RWC	26	M	City of San Mateo	112	109	109	120	120	119	134	135	136	135	123
20	SMC	RWC	26	A	City of San Mateo - Agency	90	97	97	85	80	111	110	93	92	86	94
21	SCC	RWC	26	M	City of Sunnyvale	33	32	32	33	33	32	32	32	32	32	32
22	SCC	RWC	26	A	City of Sunnyvale - Agency	13	13	13	12	13	13	13	14	15	15	13
23	SCC	SJC	26	M	Community Solutions	162	161	157	159	-	163	160	-	167	161	129
24	SMC	RWC	26	M	County - San Mateo	943	942	950	984	965	982	981	971	966	982	967
25	SMC	RWC	26	A	County - San Mateo - Agency	590	610	623	647	696	659	643	630	653	687	644
26	SCC	SJC	26	M	County - Santa Clara	8,688	8,657	8,729	8,773	8,817	9,000	8,978	8,969	8,979	9,042	8,863
27	SCC	SJC	26	A	County - Santa Clara - Agency	822	817	815	818	863	936	919	879	879	887	864
28	SMC	RWC	26	M	Court - San Mateo County	140	137	138	137	134	136	135	134	142	141	137
29	SMC	RWC	26	A	Court - San Mateo County - Agency	38	43	44	45	48	47	49	50	48	46	46
30	SCC	SJC	26	M	Court - Santa Clara County	62	62	61	59	61	61	61	61	62	61	61
31	SCC	SJC	26	A	Court - Santa Clara County - Agency	6	-	-	-	-	-	-	-	-	-	1
32	SCC	SJC	12	M	Cupertino Union School District	60	172	174	175	181	180	179	121	181	184	161
33	SCC	SJC	12	A	Cupertino Union School District - Agency	12	18	15	14	13	11	11	2	11	9	12
34	SCC	SJC	26	M	Gardner Family Care Corporation	129	132	129	128	132	134	134	144	139	138	134
35	SCC	SJC	26	A	Gardner Family Care Corporation - Agency	10	10	8	10	8	10	14	16	15	17	12
36	SCC	SJC	24	M	Hope Services	98	96	96	94	90	89	90	95	102	99	95
37	SCC	SJC	24	A	Hope Services - Agency	101	104	104	105	94	96	96	98	109	109	102
38	SCC	SJC	26	M	Housing Authority of the County of Santa Clara	50	50	50	49	49	49	48	47	47	48	49
39	SCC	SJC	26	A	Housing Authority of the County of Santa Clara - Agency	10	10	8	9	8	6	8	9	9	8	9
40	SCC	SJC	26	M	Humane Society of Silicon Valley	14	14	13	-	12	11	11	11	-	11	10
41	SCC	SJC	26	A	Humane Society of Silicon Valley - Agency	10	9	9	-	9	8	9	9	-	9	7
42	SCC	SJC	24	M	Law Foundation of Silicon Valley	54	54	52	52	50	52	53	53	57	58	54
43	SCC	SJC	24	A	Law Foundation of Silicon Valley - Agency	3	3	4	3	6	4	4	4	2	3	4
44	SCC	SJC	26	M	Momentum for Mental Health	239	239	238	245	237	253	236	235	232	230	238
45	SCC	SJC	26	A	Momentum for Mental Health - Agency	7	6	6	6	5	6	6	6	8	8	6
46	SCC	SJC	12	M	Morgan Hill Unified School District	-	302	298	303	-	307	307	80	231	301	213
47	SCC	SJC	12	A	Morgan Hill Unified School District - Agency	-	11	12	10	-	8	7	1	11	4	6
48	SCC	SJC	12	M	Orchard School District	-	-	-	28	28	29	27	-	26	-	14
49	SCC	SJC	12	A	Orchard School District - Agency	-	-	-	-	-	1	-	-	-	-	0
50	SMC	RWC	12	M	Peninsula Jewish Community Center	53	53	54	51	49	51	14	-	60	62	45
51	SCC	SJC	26	M	Rebekah Children's Services	75	80	80	82	80	79	78	74	78	76	78
52	SCC	SJC	12	M	San Andreas Regional Center	219	218	217	216	220	220	218	222	224	226	220
53	SCC	SJC	12	A	San Andreas Regional Center - Agency	9	10	10	10	10	11	12	7	6	5	9
54	SCC	SJC	12	M	Santa Clara COE	758	787	811	806	823	817	785	550	823	842	780
55	SCC	SJC	12	A	Santa Clara COE - Agency	602	562	565	575	574	588	584	400	528	534	551
56	SCC	SJC	12	M	Santa Clara Family Health Plan	-	-	-	-	-	-	-	108	114	119	34
57	SCC	SJC	26	M	Santa Clara Valley Transportation Authority	255	251	253	254	252	257	256	258	260	259	256
58	SCC	SJC	26	A	Santa Clara Valley Transportation Authority - Agency	5	4	3	5	5	5	4	5	5	4	5
59	SCC	SJC	24	M	Starlight Community Services	58	53	52	50	-	50	46	46	-	61	42
60	REGION 2															
61	SBC	SNS	24	M	Chamberlain's Children Center	49	42	-	42	41	-	42	42	-	-	26
62	MRY	SNS	26	M	CHISPA Housing Management Inc	33	33	33	32	31	31	31	31	-	30	29
63	MRY	SNS	26	M	City of Greenfield	13	14	13	13	13	14	14	14	13	12	13
64	MRY	SNS	26	A	City of Greenfield - Agency	-	-	-	-	-	-	-	-	-	-	-
65	SBC	SNS	26	M	City of Hollister	29	29	28	27	28	30	31	31	30	29	29
66	SBC	SNS	26	A	City of Hollister - Agency	5	5	6	6	4	5	5	6	6	7	6
67	MRY	SNS	26	M	City of King City	9	9	9	8	10	11	10	9	9	9	9
68	MRY	SNS	26	A	City of King City - Agency	3	3	3	2	2	3	3	3	3	3	3
69	MRY	SNS	12	M	City of Salinas	92	96	100	102	104	106	106	104	104	121	104
70	MRY	SNS	12	A	City of Salinas - Agency	98	106	106	104	110	113	116	116	117	109	110
71	SCR	SCR	26	M	City of Santa Cruz	480	481	477	505	519	529	527	527	518	510	507
72	SCR	SCR	26	A	City of Santa Cruz - Agency	136	156	160	156	180	197	202	214	193	191	179
73	SCR	SCR	12	M	City of Scotts Valley	21	21	21	21	20	20	20	21	21	21	21
74	SCR	SCR	12	A	City of Scotts Valley - Agency	-	-	-	-	-	-	-	-	-	-	-
75	MRY	SNS	26	M	City of Soledad	30	30	30	30	30	30	30	29	29	28	30
76	MRY	SNS	26	A	City of Soledad - Agency	-	-	-	-	-	-	-	-	-	-	-
77	SCR	SCR	24	M	City of Watsonville	50	51	50	50	50	51	54	54	53	54	52
78	SCR	SCR	24	A	City of Watsonville - Agency	1	1	1	1	2	1	1	1	1	1	1
79	SCR	SCR	12	M	Community Bridges	-	97	97	99	98	93	94	90	89	82	84
80	SCR	SCR	12	A	Community Bridges - Agency	-	11	11	13	14	15	17	21	20	19	14
81	MRY	SNS	12	M	County - Monterey	2,134	2,150	2,164	2,187	2,211	2,199	2,216	2,286	2,262	2,276	2,209
82	MRY	SNS	12	A	County - Monterey - Agency	882	903	902	876	849	861	846	801	792	785	850
83	SBC	SNS	26	M	County - San Benito	153	151	158	161	161	157	163	160	159	162	159
84	SBC	SNS	26	A	County - San Benito - Agency	93	94	91	92	91	91	91	91	91	91	92

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	R
2	County	Office	B	C		Jan-16	Feb-16	Mar-16	Apr-16	May-16	Jun-16	Jul-16	Aug-16	Sep-16	Oct-16	AVERAGE
85	SCR	SCR	26	M	County - Santa Cruz	1,461	1,453	1,481	1,498	1,506	1,535	1,549	1,503	1,521	1,522	1,503
86	SCR	SCR	26	A	County - Santa Cruz - Agency	116	110	119	135	131	143	142	136	150	132	131
87	MRY	SNS	12	M	Court - Monterey County	87	-	87	87	91	92	91	91	90	89	81
88	MRY	SNS	12	A	Court - Monterey County - Agency	36	-	36	36	37	41	42	42	41	44	36
89	SBC	SNS	26	M	Court - San Benito County	10	10	10	10	9	9	9	9	9	10	10
90	SBC	SNS	26	A	Court - San Benito County - Agency	11	11	11	11	11	11	12	12	11	12	11
91	SCR	SCR	26	M	Court - Santa Cruz County	87	88	84	81	82	85	88	88	86	86	86
92	SCR	SCR	26	A	Court - Santa Cruz County - Agency	1	1	1	1	1	1	1	4	3	4	2
93	SCR	SCR	12	M	Encompass CS	-	-	72	72	74	75	39	33	73	71	51
94	SCR	SCR	12	A	Encompass CS - Agency	-	-	12	17	12	12	8	3	14	16	9
95	MRY	SNS	12	M	Housing Authority of the County of Monterey	49	50	51	51	53	54	54	53	54	52	52
96	MRY	SNS	12	A	Housing Authority of the County of Monterey - Agency	2	1	-	1	2	1	2	2	1	1	1
97	MRY	SNS	26	M	MAOF	103	107	107	109	109	113	113	109	107	107	108
98	MRY	SNS	26	A	MAOF - Agency	4	5	6	5	4	-	-	3	2	3	3
99	SCR	SCR	12	M	Monarch Services	20	23	1	23	-	23	23	22	21	21	18
100	MRY	SNS	26	M	Monterey Bay Air Resources District	24	24	24	24	24	24	24	24	23	23	24
101	MRY	SNS	26	A	Monterey Bay Air Resources District - Agency	-	-	-	-	-	-	-	-	-	-	-
102	MRY	SNS	12	M	MV Public Transportation	13	13	13	15	15	15	15	13	1	-	11
103	SCR	SCR	26	M	Salud Para la Gente Inc	165	165	172	183	186	186	186	184	191	192	181
104	SBC	SNS	26	M	San Benito County Water District	10	10	9	9	10	10	10	10	10	10	10
105	SBC	SNS	26	A	San Benito County Water District - Agency	1	1	1	1	1	1	1	1	1	1	1
106	SCR	SCR	12	M	San Lorenzo Valley Unified School District	97	95	94	96	96	96	96	-	45	92	81
107	SCR	SCR	12	A	San Lorenzo Valley Unified School District - Agency	7	7	10	9	8	7	7	-	4	7	7
108	SCR	SCR	26	M	Santa Cruz County Regional Transportation Commission	13	13	14	13	13	13	13	13	12	12	13
109	SCR	SCR	26	A	Santa Cruz County Regional Transportation Commission - Agency	-	-	-	-	-	-	-	-	-	-	-
110	SCR	SCR	26	M	Santa Cruz Metro	92	94	93	95	94	91	94	97	91	93	93
111	SCR	SCR	26	A	Santa Cruz Metro - Agency	1	-	-	-	-	-	-	-	-	-	0
112	SCC	SCR	12	M	Soquel Creek Water District	13	12	12	11	11	10	10	11	11	11	11
113	SCR	SCR	26	M	YWCA of Watsonville (No Longer Represent-Effective 0516)	12	12	13	13	13	-	-	-	-	-	6
114	REGION 3															
115	MAR	FAT	12	M	County - Mariposa	140	139	-	144	150	-	153	-	151	151	103
116	MAR	FAT	12	A	County - Mariposa - Agency	74	83	-	77	75	-	76	-	79	84	55
117	STA	FAT	26	M	County - Stanislaus	501	500	512	514	521	542	546	549	542	539	527
118	STA	FAT	26	A	County - Stanislaus - Agency	63	63	66	68	61	62	59	62	60	61	63
119	TUO	FAT	24	M	County - Tuolumne (No Longer Represent - Effective 0316)	21	20	10	-	-	-	-	-	-	-	5
120	MAR	FAT	12	M	Court - Mariposa County	7	7	-	7	8	-	8	-	7	7	5
121	MAR	FAT	12	A	Court - Mariposa County - Agency	-	-	-	-	-	-	-	-	-	-	-
122	MER	FAT	26	M	Golden Valley Health Center	466	475	465	466	463	459	462	473	463	482	467
123	MER	FAT	26	A	Golden Valley Health Center - Agency	11	10	11	11	15	16	18	24	24	14	15
124	STA	FAT	12	M	Salida Union School District - Headstart	24	24	23	23	23	24	24	23	22	22	23
125	STA	FAT	12	A	Salida Union School District - Headstart - Agency	8	11	10	11	11	9	10	10	15	15	11
126	REGION 4															
127	FAT	FAT	24	M	Central California Legal Services	33	39	43	45	44	44	44	44	43	46	43
128	FAT	FAT	26	M	City of Coalinga	24	23	23	23	23	23	23	24	25	25	24
129	FAT	FAT	26	A	City of Coalinga - Agency	4	4	4	4	4	5	5	5	2	2	4
130	MAD	FAT	26	M	Community Action Partnership of Madera	80	80	80	37	107	107	77	98	92	91	85
131	MAD	FAT	26	A	Community Action Partnership of Madera - Agency	33	33	32	19	11	10	15	18	15	21	21
132	FAT	FAT	26	M	County - Fresno	2,706	2,715	2,689	2,673	2,671	2,696	2,732	2,731	1,462	2,060	2,514
133	FAT	FAT	26	A	County - Fresno - Agency	1,347	1,392	1,416	1,461	1,448	1,442	1,454	1,465	894	1,162	1,348
134	MAD	FAT	12	M	County - Madera COMPA (Chapters Combined as of 7/16)	72	73	70	71	69	69	89	78	83	80	75
135	MAD	FAT	12	M	County - Madera SEMC (Chapters Combined as of 7/16)	21	20	20	20	19	19	-	-	-	-	12
136	FAT	FAT	26	M	Court - Fresno County	204	225	224	228	230	229	222	228	227	242	226
137	FAT	FAT	26	A	Court - Fresno County - Agency	48	103	99	102	97	92	88	85	87	74	88
138	FAT	FAT	12	M	Dental Source	3	3	3	3	3	3	3	3	3	3	3
139	FAT	FAT	12	M	FASTA	-	334	380	422	421	438	441	83	204	372	310
140	FAT	FAT	12	A	FASTA - Agency	-	263	341	345	339	337	351	53	128	304	246
141	FAT	FAT	26	M	First Student	174	187	191	187	184	185	172	-	192	190	166
142	FAT	FAT	24	M	Fresno Housing Authority	85	85	90	-	89	88	87	86	87	90	79
143	FAT	FAT	24	A	Fresno Housing Authority - Agency	25	25	23	-	23	23	23	24	24	20	21
144	FAT	FAT	12	M	Fresno Unified School District	-	518	535	579	586	585	576	575	572	578	510
145	FAT	FAT	12	A	Fresno Unified School District - Agency	-	87	72	30	26	23	27	23	27	28	34
146	FAT	FAT	12	M	Riverdale Unified School District	52	52	52	52	51	50	49	49	48	48	50
147	FAT	FAT	12	A	Riverdale Unified School District - Agency	7	6	7	7	7	9	10	10	12	12	9
148	REGION 5															
149	KER	BFL	26	M	Bear Valley Comm Svcs Dist (No Longer Represent-Eff. 0516)	25	25	25	24	24	-	-	-	-	-	12
150	KER	BFL	26	A	Bear Valley Comm Svcs Dist - Agency (No Longer Represent-Eff. 0516)	3	2	2	3	3	-	-	-	-	-	1
151	KER	BFL	26	M	City of Arvin	21	21	20	22	22	23	24	24	24	26	23
152	KER	BFL	26	A	City of Arvin - Agency	-	-	1	-	1	-	-	-	-	-	0
153	KER	BFL	26	M	City of Bakersfield	513	505	503	498	496	498	498	497	495	494	500
154	KER	BFL	26	A	City of Bakersfield - Agency	252	254	256	259	258	247	244	254	254	254	253
155	KIN	HJO	26	M	City of Hanford	96	95	94	95	96	95	95	99	106	97	97
156	KIN	HJO	26	A	City of Hanford - Agency	36	35	34	34	33	33	33	31	28	24	32
157	TUL	VIS	26	M	City of Lindsay	6	6	6	-	6	6	-	6	-	9	5
158	KER	BFL	26	M	City of Shafter	13	13	13	13	13	13	13	13	13	13	13
159	KER	BFL	26	M	City of Taft	18	18	18	19	18	18	18	19	19	19	18
160	KER	BFL	26	M	City of Wasco	33	33	32	32	32	32	33	36	37	38	34
161	KER	BFL	26	A	City of Wasco - Agency	14	14	14	15	15	15	15	14	15	15	15
162	KER	BFL	26	M	Community Action Partnership of Kern	-	262	256	260	287	292	291	155	301	321	243
163	KER	BFL	26	A	Community Action Partnership of Kern - Agency	-	35	34	33	23	22	20	8	9	9	19
164	KER	BFL	26	M	County - Kern	3,321	3,296	3,291	3,289	3,221	3,201	3,173	3,172	3,177	3,128	3,227
165	KER	BFL	26	A	County - Kern - Agency	1,781	1,803	1,804	1,880	1,893	1,944	1,949	2,017	2,094	2,099	1,926
166	KIN	HJO	26	M	County - Kings	21	20	20	20	20	18	19	18	18	17	19
167	TUL	VIS	26	M	County - Tulare	989	1,003	1,008	1,024	1,027	1,035	1,031	1,016	1,318	1,044	1,050

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	R
2	County	Office	B	C		Jan-16	Feb-16	Mar-16	Apr-16	May-16	Jun-16	Jul-16	Aug-16	Sep-16	Oct-16	AVERAGE
168	TUL	VIS	26	A	County - Tulare - Agency	514	525	548	542	535	517	516	517	216	526	496
169	KER	BFL	26	M	Court - Kern County	268	268	266	267	269	268	267	266	265	267	267
170	KER	BFL	26	A	Court - Kern County - Agency	138	139	140	141	140	146	148	150	160	164	147
171	KIN	HJO	26	M	Court - Kings County	49	51	50	50	50	50	50	52	52	50	50
172	KIN	HJO	26	A	Court - Kings County - Agency	5	5	5	5	6	5	5	3	3	3	5
173	TUL	VIS	26	M	Court - Tulare County	169	169	165	166	166	163	166	164	163	163	165
174	TUL	VIS	26	A	Court - Tulare County - Agency	11	14	13	13	13	14	14	16	16	19	14
175	KER	BFL	12	M	Edison Elementary School District	21	21	21	21	24	24	24	-	21	21	20
176	KER	BFL	26	M	Kern County Water Agency	26	24	25	24	25	25	25	25	25	25	25
177	KER	BFL	26	A	Kern County Water Agency - Agency	25	24	23	23	21	21	21	21	21	21	22
178	KER	BFL	26	M	Kern Regional Center	122	119	121	117	107	114	114	111	111	108	114
179	KER	BFL	26	A	Kern Regional Center - Agency	8	8	8	8	8	8	9	7	8	9	8
180	KIN	HJO	26	M	Kings Community Action Organization	11	11	9	10	10	10	5	10	10	10	10
181	TUL	VIS	24	M	Lindsay-Strathmore Irrigation District	1	1	1	1	1	1	1	1	1	1	1
182	KER	BFL	26	M	North Kern Cemetery District	-	-	4	-	-	4	-	-	-	3	1
183	KER	BFL	26	M	Public Cemetery District #1	4	4	4	4	3	4	4	4	4	4	4
184	KER	BFL	26	A	Public Cemetery District #1 - Agency	-	-	-	1	-	-	-	-	-	-	0
185	KER	BFL	12	M	Standard School District	60	60	62	66	67	65	-	-	59	57	50
186	SBA	VIS	12	M	Student Transportation of America	24	30	-	30	32	31	31	-	31	30	24
187	KER	BFL	12	M	Taft Union High School District	24	24	26	26	26	28	30	16	29	30	26
188	REGION OTHER															
189	SCC	SJC	12	M	Child Care Providers United California	441	434	429	408	406	408	408	443	446	435	426
190	SCC	SJC	26	M	Local 521 Staff & Officers	33	36	34	35	33	35	35	41	53	56	39
191	SCC	SJC	12	M	Retired Members Chapter (521)	817	497	214	317	460	38	533	318	334	467	400
192		SJC	12	A	Transitional Associate Members							-	1	-	1	1
193					Total Members	30,258	31,552	31,310	31,819	31,698	31,824	32,325	30,574	31,011	31,986	31,375
194					Total Agency Fee Payers	8,668	9,244	9,333	9,448	9,491	9,550	9,664	9,068	8,568	9,319	9,226
196					Total Count	38,926	40,796	40,643	41,267	41,189	41,374	41,989	39,642	39,579	41,305	40,601

THIS SHEET IS INTENTIONALLY LEFT BLANK

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	R
1	REGION 1																
2	County	Office	B	C		Jan-16	Feb-16	Mar-16	Apr-16	May-16	Jun-16	Jul-16	Aug-16	Sep-16	Oct-16	Nov-16	AVERAGE
3	SCC	SJC	12	M	Achievekids	98	96	97	100	98	99	100	102	101	100	97	99
4	SCC	SJC	12	A	Achievekids - Agency	-	1	1	-	2	2	2	1	-	-	-	1
5	SCC	SJC	12	M	American Red Cross Blood Services Northern California Region	36	35	35	-	36	39	-	36	35	-	-	23
6	SCC	SJC	12	A	American Red Cross Blood Services Northern California Region - Agen	-	-	-	-	-	-	-	-	-	-	-	-
7	SCC	SJC	12	M	Campbell Union High School District	-	63	-	64	66	-	65	45	-	63	62	39
8	SCC	SJC	12	A	Campbell Union High School District - Agency	-	1	-	1	1	-	1	1	-	1	1	1
9	SCC	RWC	26	M	City of East Palo Alto	28	25	28	27	30	29	29	31	31	31	31	29
10	SCC	RWC	26	A	City of East Palo Alto - Agency	3	8	6	8	4	4	4	3	4	3	3	5
11	SMC	RWC	26	M	City of Menlo Park	101	100	106	105	105	108	110	108	111	113	113	107
12	SMC	RWC	26	A	City of Menlo Park - Agency	182	182	185	180	177	175	207	206	185	177	176	185
13	SCC	RWC	26	M	City of Mountain View	121	118	118	116	115	114	114	113	111	110	110	115
14	SCC	RWC	26	A	City of Mountain View - Agency	32	36	36	36	34	33	36	36	34	37	42	36
15	SCC	RWC	26	M	City of Palo Alto	376	368	381	405	403	396	389	384	388	384	384	387
16	SCC	RWC	26	A	City of Palo Alto - Agency	284	300	296	276	282	277	283	288	279	286	286	285
17	SMC	RWC	26	M	City of Redwood City	208	208	208	205	207	206	207	205	216	224	221	210
18	SMC	RWC	26	A	City of Redwood City - Agency	35	36	34	35	34	36	36	35	35	17	18	32
19	SMC	RWC	26	M	City of San Mateo	112	109	109	120	120	119	134	135	136	135	135	124
20	SMC	RWC	26	A	City of San Mateo - Agency	90	97	97	85	80	111	110	93	92	86	96	94
21	SCC	RWC	26	M	City of Sunnyvale	33	32	32	33	33	32	32	32	32	32	32	32
22	SCC	RWC	26	A	City of Sunnyvale - Agency	13	13	13	12	13	13	13	14	15	15	14	13
23	SCC	SJC	26	M	Community Solutions	162	161	157	159	-	163	160	-	167	161	-	117
24	SMC	RWC	26	M	County - San Mateo	943	942	950	984	965	982	981	971	966	982	991	969
25	SMC	RWC	26	A	County - San Mateo - Agency	590	610	623	647	696	659	643	630	653	687	713	650
26	SCC	SJC	26	M	County - Santa Clara	8,688	8,657	8,729	8,773	8,817	9,000	8,978	8,969	8,979	9,042	9,152	8,889
27	SCC	SJC	26	A	County - Santa Clara - Agency	822	817	815	818	863	936	919	879	879	887	972	873
28	SMC	RWC	26	M	Court - San Mateo County	140	137	138	137	134	136	135	134	142	141	144	138
29	SMC	RWC	26	A	Court - San Mateo County - Agency	38	43	44	45	48	47	49	50	48	46	44	46
30	SCC	SJC	26	M	Court - Santa Clara County	62	62	61	59	61	61	61	61	62	61	61	61
31	SCC	SJC	26	A	Court - Santa Clara County - Agency	6	-	-	-	-	-	-	-	-	-	-	1
32	SCC	SJC	12	M	Cupertino Union School District	60	172	174	175	181	180	179	121	181	184	185	163
33	SCC	SJC	12	A	Cupertino Union School District - Agency	12	18	15	14	13	11	11	2	11	9	9	11
34	SCC	SJC	26	M	Gardner Family Care Corporation	129	132	129	128	132	134	134	144	139	138	140	134
35	SCC	SJC	26	A	Gardner Family Care Corporation - Agency	10	10	8	10	8	10	14	16	15	17	10	12
36	SCC	SJC	24	M	Hope Services	98	96	96	94	90	89	90	95	102	99	97	95
37	SCC	SJC	24	A	Hope Services - Agency	101	104	104	105	94	96	96	98	109	109	114	103
38	SCC	SJC	26	M	Housing Authority of the County of Santa Clara	50	50	50	49	49	49	48	47	47	48	48	49
39	SCC	SJC	26	A	Housing Authority of the County of Santa Clara - Agency	10	10	8	9	8	6	8	9	9	8	7	8
40	SCC	SJC	26	M	Humane Society of Silicon Valley	14	14	13	-	12	11	11	11	-	11	12	10
41	SCC	SJC	26	A	Humane Society of Silicon Valley - Agency	10	9	9	-	9	8	9	9	-	9	9	7
42	SCC	SJC	24	M	Law Foundation of Silicon Valley	54	54	52	52	50	52	53	53	57	58	58	54
43	SCC	SJC	24	A	Law Foundation of Silicon Valley - Agency	3	3	4	3	6	4	4	4	2	3	3	4
44	SCC	SJC	26	M	Momentum for Mental Health	239	239	238	245	237	253	236	235	232	230	232	238
45	SCC	SJC	26	A	Momentum for Mental Health - Agency	7	6	6	6	5	6	6	6	8	8	5	6
46	SCC	SJC	12	M	Morgan Hill Unified School District	-	302	298	303	-	307	307	80	231	301	305	221
47	SCC	SJC	12	A	Morgan Hill Unified School District - Agency	-	11	12	10	-	8	7	1	11	4	4	6
48	SCC	SJC	12	M	Orchard School District	-	-	-	28	28	29	27	-	26	-	26	15
49	SCC	SJC	12	A	Orchard School District - Agency	-	-	-	-	-	1	-	-	-	-	-	0
50	SMC	RWC	12	M	Peninsula Jewish Community Center	53	53	54	51	49	51	14	-	60	62	-	41
51	SCC	SJC	26	M	Rebekah Children's Services	75	80	80	82	80	79	78	74	78	76	76	78
52	SCC	SJC	12	M	San Andreas Regional Center	219	218	217	216	220	220	218	222	224	226	229	221
53	SCC	SJC	12	A	San Andreas Regional Center - Agency	9	10	10	10	10	11	12	7	6	5	5	9
54	SCC	SJC	12	M	Santa Clara COE	758	787	811	806	823	817	785	550	823	842	841	786
55	SCC	SJC	12	A	Santa Clara COE - Agency	602	562	565	575	574	588	584	400	528	534	552	551
56	SCC	SJC	12	M	Santa Clara Family Health Plan	-	-	-	-	-	-	-	108	114	119	109	41
57	SCC	SJC	26	M	Santa Clara Valley Transportation Authority	255	251	253	254	252	257	256	258	260	259	262	256
58	SCC	SJC	26	A	Santa Clara Valley Transportation Authority - Agency	5	4	3	5	5	5	4	5	5	4	5	5
59	SCC	SJC	24	M	Starlight Community Services	58	53	52	50	-	50	46	46	-	61	-	38
60	REGION 2																
61	SBC	SNS	24	M	Chamberlain's Children Center	49	42	-	42	41	-	42	42	-	-	44	27
62	MRY	SNS	26	M	CHISPA Housing Management Inc	33	33	33	32	31	31	31	31	-	30	29	29
63	MRY	SNS	26	M	City of Greenfield	13	14	13	13	13	14	14	14	13	12	13	13
64	MRY	SNS	26	A	City of Greenfield - Agency	-	-	-	-	-	-	-	-	-	-	1	0
65	SBC	SNS	26	M	City of Hollister	29	29	28	27	28	30	31	31	30	29	29	29
66	SBC	SNS	26	A	City of Hollister - Agency	5	5	6	6	4	5	5	6	6	7	7	6
67	MRY	SNS	26	M	City of King City	9	9	9	8	10	11	10	9	9	9	10	9
68	MRY	SNS	26	A	City of King City - Agency	3	3	3	2	2	3	3	3	3	3	3	3
69	MRY	SNS	12	M	City of Salinas	92	96	100	102	104	106	106	104	104	121	131	106
70	MRY	SNS	12	A	City of Salinas - Agency	98	106	106	104	110	113	116	116	117	109	96	108
71	SCR	SCR	26	M	City of Santa Cruz	480	481	477	505	519	529	527	527	518	510	487	505
72	SCR	SCR	26	A	City of Santa Cruz - Agency	136	156	160	156	180	197	202	214	193	191	166	177
73	SCR	SCR	12	M	City of Scotts Valley	21	21	21	21	20	20	20	21	21	21	21	21
74	SCR	SCR	12	A	City of Scotts Valley - Agency	-	-	-	-	-	-	-	-	-	-	-	-
75	MRY	SNS	26	M	City of Soledad	30	30	30	30	30	30	30	29	29	28	27	29
76	MRY	SNS	26	A	City of Soledad - Agency	-	-	-	-	-	-	-	-	-	-	-	-
77	SCR	SCR	24	M	City of Watsonville	50	51	50	50	50	51						

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	R
2	County	Office	B	C		Jan-16	Feb-16	Mar-16	Apr-16	May-16	Jun-16	Jul-16	Aug-16	Sep-16	Oct-16	Nov-16	AVERAGE
92	SCR	SCR	26	A	Court - Santa Cruz County - Agency	1	1	1	1	1	1	1	4	3	4	1	2
93	SCR	SCR	12	M	Encompass CS	-	-	72	72	74	75	39	33	73	71	71	53
94	SCR	SCR	12	A	Encompass CS - Agency	-	-	12	17	12	12	8	3	14	16	16	10
95	MRY	SNS	12	M	Housing Authority of the County of Monterey	49	50	51	51	53	54	54	53	54	52	51	52
96	MRY	SNS	12	A	Housing Authority of the County of Monterey - Agency	2	1	-	1	2	1	2	2	1	1	1	1
97	MRY	SNS	26	M	MAOF	103	107	107	109	109	113	113	109	107	107	106	108
98	MRY	SNS	26	A	MAOF - Agency	4	5	6	5	4	-	-	3	2	3	3	3
99	SCR	SCR	12	M	Monarch Services	20	23	1	23	-	23	23	22	21	21	21	18
100	MRY	SNS	26	M	Monterey Bay Air Resources District	24	24	24	24	24	24	24	24	23	23	23	24
101	MRY	SNS	26	A	Monterey Bay Air Resources District - Agency	-	-	-	-	-	-	-	-	-	-	-	-
102	MRY	SNS	12	M	MV Public Transportation	13	13	13	15	15	15	15	13	1	-	-	10
103	SCR	SCR	26	M	Salud Para la Gente Inc	165	165	172	183	186	186	186	184	191	192	197	182
104	SBC	SNS	26	M	San Benito County Water District	10	10	9	9	10	10	10	10	10	10	10	10
105	SBC	SNS	26	A	San Benito County Water District - Agency	1	1	1	1	1	1	1	1	1	1	1	1
106	SCR	SCR	12	M	San Lorenzo Valley Unified School District	97	95	94	96	96	96	96	-	45	92	95	82
107	SCR	SCR	12	A	San Lorenzo Valley Unified School District - Agency	7	7	10	9	8	7	7	-	4	7	7	7
108	SCR	SCR	26	M	Santa Cruz County Regional Transportation Commission	13	13	14	13	13	13	13	13	12	12	13	13
109	SCR	SCR	26	A	Santa Cruz County Regional Transportation Commission - Agency	-	-	-	-	-	-	-	-	-	-	-	-
110	SCR	SCR	26	M	Santa Cruz Metro	92	94	93	95	94	91	94	97	91	93	92	93
111	SCR	SCR	26	A	Santa Cruz Metro - Agency	1	-	-	-	-	-	-	-	-	-	-	0
112	SCC	SCR	12	M	Soquel Creek Water District	13	12	12	11	11	10	10	11	11	11	11	11
113	SCR	SCR	26	M	YWCA of Watsonville (No Longer Represent-Effective 0516)	12	12	13	13	13	-	-	-	-	-	1	6
114	REGION 3																
115	MAR	FAT	12	M	County - Mariposa	140	139	-	144	150	-	153	-	151	151	-	93
116	MAR	FAT	12	A	County - Mariposa - Agency	74	83	-	77	75	-	76	-	79	84	-	50
117	STA	FAT	26	M	County - Stanislaus	501	500	512	514	521	542	546	549	542	539	542	528
118	STA	FAT	26	A	County - Stanislaus - Agency	63	63	66	68	61	62	59	62	60	61	62	62
119	TUO	FAT	24	M	County - Tuolumne (No Longer Represent - Effective 0316)	21	20	10	-	-	-	-	-	-	-	-	5
120	MAR	FAT	12	M	Court - Mariposa County	7	7	-	7	8	-	8	-	7	7	-	5
121	MAR	FAT	12	A	Court - Mariposa County - Agency	-	-	-	-	-	-	-	-	-	-	-	-
122	MER	FAT	26	M	Golden Valley Health Center	466	475	465	466	463	459	462	473	463	482	495	470
123	MER	FAT	26	A	Golden Valley Health Center - Agency	11	10	11	11	15	16	18	24	24	14	18	16
124	STA	FAT	12	M	Salida Union School District - Headstart	24	24	23	23	23	24	24	23	22	22	22	23
125	STA	FAT	12	A	Salida Union School District - Headstart - Agency	8	11	10	11	11	9	10	10	15	15	17	12
126	REGION 4																
127	FAT	FAT	24	M	Central California Legal Services	33	39	43	45	44	44	44	44	43	46	48	43
128	FAT	FAT	26	M	City of Coalinga	24	23	23	23	23	23	23	24	25	25	25	24
129	FAT	FAT	26	A	City of Coalinga - Agency	4	4	4	4	4	5	5	5	2	2	1	4
130	MAD	FAT	26	M	Community Action Partnership of Madera	80	80	80	37	107	107	77	98	92	91	90	85
131	MAD	FAT	26	A	Community Action Partnership of Madera - Agency	33	33	32	19	11	10	15	18	15	21	21	21
132	FAT	FAT	26	M	County - Fresno	2,706	2,715	2,689	2,673	2,671	2,696	2,732	2,731	1,462	2,060	2,064	2,473
133	FAT	FAT	26	A	County - Fresno - Agency	1,347	1,392	1,416	1,461	1,448	1,442	1,454	1,465	894	1,162	1,147	1,330
134	MAD	FAT	12	M	County - Madera COMPA (Chapters Combined as of 7/16)	72	73	70	71	69	69	89	78	83	80	79	76
135	MAD	FAT	12	M	County - Madera SEMC (Chapters Combined as of 7/16)	21	20	20	20	19	19	-	-	-	-	-	11
136	FAT	FAT	26	M	Court - Fresno County	204	225	224	228	230	229	222	228	227	242	243	227
137	FAT	FAT	26	A	Court - Fresno County - Agency	48	103	99	102	97	92	88	85	87	74	77	87
138	FAT	FAT	12	M	Dental Source	3	3	3	3	3	3	3	3	3	3	2	3
139	FAT	FAT	12	M	FASTA	-	334	380	422	421	438	441	83	204	372	413	319
140	FAT	FAT	12	A	FASTA - Agency	-	263	341	345	339	337	351	53	128	304	318	253
141	FAT	FAT	26	M	First Student	174	187	191	187	184	185	172	-	192	190	200	169
142	FAT	FAT	24	M	Fresno Housing Authority	85	85	90	-	89	88	87	86	87	90	87	79
143	FAT	FAT	24	A	Fresno Housing Authority - Agency	25	25	23	-	23	23	23	24	24	20	20	21
144	FAT	FAT	12	M	Fresno Unified School District	-	518	535	579	586	585	576	575	572	578	580	517
145	FAT	FAT	12	A	Fresno Unified School District - Agency	-	87	72	30	26	23	27	23	27	28	29	34
146	FAT	FAT	12	M	Riverdale Unified School District	52	52	52	52	51	50	49	49	48	48	49	50
147	FAT	FAT	12	A	Riverdale Unified School District - Agency	7	6	7	7	7	9	10	10	12	12	12	9
148	REGION 5																
149	KER	BFL	26	M	Bear Valley Comm Svcs Dist (No Longer Represent-Eff. 0516)	25	25	25	24	24	-	-	-	-	-	-	11
150	KER	BFL	26	A	Bear Valley Comm Svcs Dist - Agency (No Longer Represent-Eff. 0516)	3	2	2	3	3	-	-	-	-	-	-	1
151	KER	BFL	26	M	City of Arvin	21	21	20	22	22	23	24	24	24	26	26	23
152	KER	BFL	26	A	City of Arvin - Agency	-	-	1	-	1	-	-	-	-	-	-	0
153	KER	BFL	26	M	City of Bakersfield	513	505	503	498	496	498	498	497	495	494	491	499
154	KER	BFL	26	A	City of Bakersfield - Agency	252	254	256	259	258	247	244	254	254	254	255	253
155	KIN	HJO	26	M	City of Hanford	96	95	94	95	96	95	95	95	99	106	104	97
156	KIN	HJO	26	A	City of Hanford - Agency	36	35	34	34	33	33	33	31	28	24	24	31
157	TUL	VIS	26	M	City of Lindsay	6	6	6	-	6	6	-	6	-	9	9	5
158	KER	BFL	26	M	City of Shafter	13	13	13	13	13	13	13	13	13	13	13	13
159	KER	BFL	26	M	City of Taft	18	18	18	19	18	18	18	19	19	19	19	18
160	KER	BFL	26	M	City of Wasco	33	33	32	32	32	32	33	36	37	38	38	34
161	KER	BFL	26	A	City of Wasco - Agency	14	14	14	15	15	15	15	15	14	15	15	15
162	KER	BFL	26	M	Community Action Partnership of Kern	-	262	256	260	287	292	291	155	301	321	334	251
163	KER	BFL	26	A	Community Action Partnership of Kern - Agency	-	35	34	33	23	22	20	8	9	9	9	18
164	KER	BFL	26	M	County - Kern	3,321	3,296	3,291	3,289	3,221	3,201	3,173	3,172	3,177	3,128	3,116	3,217
165	KER	BFL	26	A	County - Kern - Agency	1,781	1,803	1,804	1,880	1,893	1,944	1,949	2,017	2,094	2,099	2,118	1,944
166	KIN	HJO	26	M	County - Kings	21	20	20	20	20	18	19	18	18	17	18	19
167	TUL	VIS	26	M	County - Tulare	989	1,003	1,008	1,024	1,027	1,035	1,031	1,016	1,318	1,044	1,038	1,048
168	TUL	VIS	26	A	County - Tulare - Agency	514	525	548	542	535	517	516	517	216	526	500	496
169	KER	BFL	26	M	Court - Kern County	268	268	266	267	269	268	267	266	265	267	266	267
170	KER	BFL	26	A	Court - Kern County - Agency	138	139	140	141	140	146	148	150	160	164	168	149
171	KIN	HJO	26	M	Court - Kings County	49	51	50	50	50	50	50	52	52	50	51	50
172	KIN	HJO	26	A	Court - Kings County - Agency	5	5	5	5	6	5	5	3	3	3	3	4
173	TUL	VIS	26	M	Court - Tulare County	169	169	165	166	166	163	166	164	163	163	161	165
174	TUL	VIS	26	A	Court - Tulare County - Agency	11	14	13	13	13	14	14	16	16	19	19	15
175	KER	BFL	12	M	Edison Elementary School District	21	21	21	21	24	24	24	-	21	21	21	20
176	KER	BFL	26	M	Kern County Water Agency	26	24	25	24	25	25	25	25	25	25	-	23
177	KER	BFL	26	A	Kern County Water Agency - Agency	25	24	23	23	21	21	21	21	21	21	-	20
178	KER	BFL	26	M	Kern Regional Center	122	119	121	117	107	114	114	111	111	108	108	114
179	KER	BFL	26	A	Kern Regional Center - Agency	8	8	8	8	8	8	9	7	8	9	9	8
180	KIN	HJO	26	M	Kings Community Action Organization	11	11	9	10	10	10	5	10	10	10	11	10
181	TUL	VIS	24	M	Lindsay-Strathmore Irrigation District	1	1	1	1	1	1	1	1	1	1	1	1

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	R
2	County	Office	B	C		Jan-16	Feb-16	Mar-16	Apr-16	May-16	Jun-16	Jul-16	Aug-16	Sep-16	Oct-16	Nov-16	AVERAGE
182	KER	BFL	26	M	North Kern Cemetery District	-	-	4	-	-	4	-	-	-	3	-	1
183	KER	BFL	26	M	Public Cemetery District #1	4	4	4	4	3	4	4	4	4	4	4	4
184	KER	BFL	26	A	Public Cemetery District #1 - Agency	-	-	-	1	-	-	-	-	-	-	-	0
185	KER	BFL	12	M	Standard School District	60	60	62	66	67	65	-	-	59	57	58	50
186	SBA	VIS	12	M	Student Transportation of America	24	30	-	30	32	31	31	-	31	30	30	24
187	KER	BFL	12	M	Taft Union High School District	24	24	26	26	26	28	30	16	29	30	31	26
188	REGION OTHER																
189	SCC	SJC	12	M	Child Care Providers United California	441	434	429	408	406	408	408	443	446	435	492	432
190	SCC	SJC	26	M	Local 521 Staff & Officers	33	36	34	35	33	35	35	41	53	56	58	41
191	SCC	SJC	12	M	Retired Members Chapter (521)	817	497	214	317	460	38	533	318	334	467	187	380
192		SJC	12	A	Transitional Associate Members							-	1	-	1	-	0
193					Total Members	30,258	31,552	31,310	31,819	31,698	31,824	32,325	30,574	31,011	31,986	31,560	31,447
194					Total Agency Fee Payers	8,668	9,244	9,333	9,448	9,491	9,550	9,664	9,068	8,568	9,319	9,325	9,243
196					Total Count	38,926	40,796	40,643	41,267	41,189	41,374	41,989	39,642	39,579	41,305	40,885	40,690

THIS SHEET IS INTENTIONALLY LEFT BLANK

SEIU Local 521 Budget and Finance Committee Motion

Item Number: 01

Date: January 19, 2017

Motion Title: Consent Agenda for Financial Statements

Recommended By: RoseAnn Dominguez, SEIU Local 521 Treasurer

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

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

October and November 2016 Financials

- 2016 Approved General Fund - (page - 9-12) and Organizing Budgets - (page - 13-14)
- Bank Balances - (DOCUMENT 1) - October - (page - 15-16); November - (page - 17-18)
- Income Statement - (DOCUMENT 2) - November - (page - 19-24)
- Organizing Income Statement - (DOCUMENT 3) - November - (page - 25-26)
- Dues Receipts - (DOCUMENT 4) - November - (page - 27-30)
- Per Capita Report - (DOCUMENT 5) - November - (page - 31-34)

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

Follow Up:

Moved by: Moved Second: Seconded

Amendment: _____

Amended By: _____

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

Motion: Carries ☒ Fails: ☐ Tabled Until: ☐ Date: _____

Signatures

RoseAnn Dominguez

THIS SHEET IS INTENTIONALLY LEFT BLANK

SEIU Local 521 Budget & Finance Committee Motion

Item Number: 02

Date: January 19, 2017

Motion Title: Transitional assistance for the new CEO by offering: CEO Support and COS/Organizing Director Support for a period of time.

Recommended By: Kristy Sermersheim, CEO

Background: None of the candidates seeking election to the vacant Local 521 CEO position has experience running the day to day operations of a union. Therefore, no matter who wins, the incumbent will need assistance learning the responsibilities of the position. It is strongly suggested that we set the new CEO up for success by offering a "Transition Team" to help him/her for at least their first two months/until a plan is set up and in place with the staff infrastructures.

I have the necessary CEO experience and at the request of the new CEO, would offer my assistance to the Local as a member of this "Transition" Team.

For about a year the Local has had the benefit, at no expense to the Local, of a very high level International employee to help the Local with training and covering vacated leader staff positions across the Local. Currently she is covering both the Chief of Staff and Organizing Director positions. She, Mary Grillo, will be retiring from the International February 15, 2017, and would then be willing and available to help the Local as the second member of this "Transition" Team.

Both Kristy and Mary would work as Consultants for up to 10 days a month as requested by the CEO/Local; Kristy at a negotiated CEO rate and Mary at a negotiated COS rate.

For these two months, the costs to cover compensating Kristy and Mary would come from the already budgeted amounts for the vacated Chief of Staff and Organizing Director positions.

Motion: To approve the "Transition" Team of Kristy Sermersheim and Mary Grillo to assist the new CEO to succeed in his/her position of CEO for SEIU Local 521.

Follow Up:

Moved by: Mourd Second: Seconded

Amendment: _____

Amended By: Table for further discussion/vote
KMS:kns SEIU 521 CTW/CLC if needed 1 yr 3 No voted down

call for question on current motion

Votes in Favor: 1 Votes Opposed: 3 Abstentions: 0

Motion: Carries ☐ Fails: ☒ Tabled Until: ☐ Date: _____

Signatures

Paul Hunter

SEIU Local 521 Officers' Meeting Motion

* **Motion Letter: B**

Date: January 24, 2017

Motion Title: Political Consent Agenda - (pages 59-60)

The Following Items have been placed on the CONSENT AGENDA for approval without discussion. If you wish discussion pull the item from the CONSENT AGENDA –
NO Motion is required to remove an item from the Consent Agenda.

Political Motions:

- **B/1** – Contributions and Confirmations of Endorsements for two Los Angeles Unified School District Board Seats – (Region 1) - (pages 61-62)
- **B/2** – Campaign to Stop Palo Alto from Contracting Out the Animal Shelter Services (Region 1) - (pages 63-64)
- **B/3** – Contribution to Cindy Chavez for Supervisor 2013 Santa Clara County – (Santa Clara County – Region 1) - (pages 65-66)
- **B/4** – Contribute to Ken Yeager for Board of Supervisor Sana Clara County - (Santa Clara County - Region 1) - (pages 67-68)
- **B/5** – Contribution to Anthony Phan 2016 Milpitas City Council – (Region 1) - (pages 69-70)
- **B/6** – Fund Women's Marches on January 21st up to \$1,000 from Issues Account – (Region 1, 2 & Central Valley) - (pages 71-72)

* **Motion B: To approve as presented ALL Motions on the Political Consent Agenda EXCEPT those pulled** and listed below which will be held for discussion and approval or denial:

Follow Up:

Moved by: _____ Second : _____

Pulled: _____

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

Motion: Carries ☐ Fails: ☐ Tabled Until: ☐ Date: _____

Signatures

THIS SHEET IS INTENTIONALLY LEFT BLANK

SEIU Local 521 Officers Meeting Motion

Motion Letter: B/1

Date: January 24, 2017

Motion Title: Contributions and Confirmations of Endorsements for two Los Angeles Unified School District Board seats

Recommended By: San Benito and Santa Clara COPE Committee December 6th Meeting and by Email vote for Monica Garcia on January 12th 2017

Background:

Local 99, in Southern California, will be bargaining with their largest employer, the Los Angeles Unified School District (LAUSD). Simultaneously, Local 99 will be in full election mode as three of the seven LAUSD Board seats are up in the Spring. Local 99 will be defending two incumbents (the third seat is vacant and we have yet to endorse), Steve Zimmer and Monica Garcia. Both Board members have been critical in not only winning for our workers but in increasing graduation and college-going rates for students of color and students of poverty to the highest they have ever been.

Under their leadership, Local 99 has won: healthcare for their members, a \$15 minimum that kicked in this year, increased attention and services for immigrant youth and more funding to address the specific needs of low-income, immigrant and foster students and families. As Local 99 biggest supporters, they also play a critical role in our fight to stop the privatization of public education and expand our Charter School organizing to ensure all workers are represented.

Local 99 is anticipating major opposition from the Charters Schools Association and Local 99 is looking for support from all of their sister locals throughout California. The future of public education in Los Angeles and in-turn, California, depends on Local 99 ability to have progressive voices at LAUSD.

Motion: To endorse Steve Zimmer and Monica Garcia for LAUSD trustees and contribute \$500 each from the candidates account.

Follow Up:

Moved by: _____ Second : _____

Amendment: _____

Amended By: _____

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

Motion: Carries ☐ Fails: ☐ Tabled Until: ☐ Date: _____

Signatures

THIS SHEET IS INTENTIONALLY LEFT BLANK

SEIU Local 521 Officers Meeting Motion

Motion Letter: B/2

Date: January 24, 2017

Motion Title: To have a campaign to stop Palo Alto from contracting out the Animal Shelter Services.

Recommended By: Santa Clara and San Benito COPE committee by email January 12, 2017 by email vote.

Background:

The campaign would consist of some of the following if not more: mailers to key areas, robo calls, and other actions deemed necessary to save the Animal Shelter.

Palo Alto has been infamous for contracting out various services. What they generally do is slowly let our workers retire or voluntarily leave and not fill the positions. Then they proceed to contract out the work to an outside service that pays lower benefits and salaries. They have done this with the Street Sweepers even though we proved that there is no savings.

We have stopped Palo Alto in the past by campaigning hard to not contract out parks and recreation. This can be a signal for other cities that we represent workers who they may be considering contracting out.

Motion: To use \$5,000 from the issues account to spend on a campaign to stop Palo Alto from contracting out the Animal Shelter Services.

Follow Up:

Moved by: _____ Second : _____

Amendment: _____

Amended By: _____

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

Motion: Carries ☐ Fails: ☐ Tabled Until: ☐ Date: _____

Signatures

THIS SHEET IS INTENTIONALLY LEFT BLANK

SEIU Local 521 Officers Meeting Motion

Motion Letter: B/3

Date: January 24, 2017

Motion Title: Contribute to Cindy Chavez for Supervisor 2013 Santa Clara County

Recommended By: the San Benito and Santa Clara County COPE Committee on December 16, 2016

Background:

Cindy Chavez was elected by a special election in 2013 to replace George Shirakawa as Santa Clara County Board of Supervisors. Cindy has been a champion of Labor for many years and she was previously the Executive Manager of the South Bay Labor Council. Cindy has been instrumental in helping us close our largest chapter contracts since she has been in the office. Additionally, Cindy was a leader in getting the first comprehensive living wage policy passed in the nation and helping us get the 1115 Waiver implemented at Valley Medical Center, one of our public hospitals that we represent. Cindy has been endorsed by the South Bay Labor Council and we endorsed her for her 2013 election. She still has debt from the 2013 election and we would like to help her retire that outstanding debt.

Motion: To contribute \$1,000 to the Cindy Chavez for Supervisor 2013 from the Candidates account

Follow Up:

Moved by: _____ Second : _____

Amendment: _____

Amended By: _____

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

Motion: Carries ☐ Fails: ☐ Tabled Until: ☐ Date: _____

Signatures

THIS SHEET IS INTENTIONALLY LEFT BLANK

SEIU Local 521 Officers Motion

Motion Letter: B/4

Date: January 24, 2017

Motion Title: Contribution to Ken Yeager, Board of Supervisors Santa Clara County

Recommended By: Santa Clara and San Benito COPE Committee on the December 6, 2016 meeting

Background:

Ken Yeager, was a City Council member of San Jose who, when termed out, was elected to the County of Santa Clara Board of Supervisors in 2006. Ken has been our ally on the Board by supporting living wage and many of our county initiatives, especially regarding Health Care.

Ken has been endorsed by the South Bay Labor Council covering Santa Clara and San Benito Counties. We endorsed Ken when he first ran for the Board of Supervisors back in 2006.

Motion: To contribute to Ken Yeager for Supervisor \$1,000 from the Candidates Account

**Ken Yeager for County Supervisor • Santa Clara County •
District 4 (FPPC ID #1275876)
1925 Cleveland Avenue, San Jose, CA 95126**

Follow Up:

Moved by: _____ Second : _____

Amendment: _____

Amended By: _____

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

Motion: Carries ☐ Fails: ☐ Tabled Until: ☐ Date: _____

Signatures

THIS SHEET IS INTENTIONALLY LEFT BLANK

SEIU Local 521 Officers Motion

Motion Letter: B/5

Date: January 24, 2017

Motion Title: Contribute to Anthony Phan for Milpitas City Council 2016

Recommended By: The San Benito and Santa Clara County COPE Committee on January 3, 2017

Background:

Anthony received an open endorsement from the Labor Council as a candidate for City of Milpitas Council. An open endorsement means any affiliated union can contribute to the candidate account. Anthony came in second for City Council behind Bob Nunez.

Anthony's background in local politics was as a library and early education commissioner. Anthony oversaw one of the most innovative public library systems in the United States. Frustrated that budget cuts have hindered library operations, Anthony pushed for the successful passage of San Jose's Measure B in 2014, which effectively raises \$200 million in revenue over the next 25 years to support public libraries and youth programs in Silicon Valley.

Professionally, Anthony operates a small business in strategy consulting and is the Executive Officer and Founder of an education non-profit based here in Silicon Valley.

Several San Benito and Santa Clara COPE members have expressed support for Anthony during the endorsement process at the South Bay Labor Council Endorsement meetings.

Anthony comes from a family of immigrant refugees, who fled to America to escape political persecution. After his father passed away, he decided to work as hard as he could to make a difference in our community and advocate for others.

Motion: To contribute \$500 to Neighbors for Anthony Phan 2016-Milpitas City Council from the candidates account.

Follow Up:

Moved by: _____ Second : _____

Amendment: _____

Amended By: _____

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

Motion: Carries ☐ Fails: ☐ Tabled Until: ☐ Date: _____

Signatures

THIS SHEET IS INTENTIONALLY LEFT BLANK

SEIU Local 521 Officers' Motion

Motion Letter: B/6

Date: January 24, 2017

Motion Title: Fund Women's Marches occurring on January 21st in San Jose, Santa Cruz, Monterey and Visalia (Central Valley) from the Issues account up to \$1,000.

Recommended By: San Mateo County or Peninsula COPE Committee

Background: On January 21, 2017, the day after the inauguration, a National Women's March is scheduled.

The purpose of this March is to stand together in solidarity with our partners and children for the protection of our rights, our safety, our health, and our families - recognizing that our vibrant and diverse communities are the strength of our Country. The rhetoric of the past election cycle has insulted, demonized, and threatened many of us - women, immigrants of all statuses, those with diverse religious faiths particularly Muslims, people who identify as LGBTQIA, Native and Indigenous people, Black and Brown people, people with disabilities, the economically impoverished and survivors of sexual assault. We are confronted with the question of how to move forward in the face of national and international concerns and fear. In the spirit of democracy and honoring the champions of human rights, dignity, and justice who have come before us, we join in diversity to show our presence in numbers is too great to ignore. We call on all defenders of human rights to join us.

In Santa Clara County, there is a rental fee of \$150 for a space where we can have a table to pass out our handouts regarding the impacts of ACA and have people call their congressman. All the other events will have the same opportunity.

Motion: To approve using \$1,000 from the Political Issues Account to pay rental fees for tables at the events or donate money for costs of the March. This fund shall be distributed by the CEO.

Follow Up:

Moved by: _____ Second : _____

Amendment: _____

Amended By: _____

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

Motion: Carries ☐ Fails: ☐ Tabled Until: ☐ Date: _____

Signatures

THIS SHEET IS INTENTIONALLY LEFT BLANK

SEIU Local 521 Officers' Meeting Motion

Motion Letter: C

Date: January 24, 2017

Motion Title: Acceptance of the CWA Contract Extension Settlement.

Recommended By: Kristy Sermersheim, CEO

Background: The Local Field (CWA) Staff Contract was scheduled to expire on February 28, 2017, which will be the first month of the new CEO's term of Office. Bargaining this contract would present an additional burden on the incumbent CEO. Kristy contacted CWA to try to negotiate an extension to take this burden off the incumbent. At first they said no. However, they have now agreed to an extension.

Included in the extension:

It will be for one year;

It will include a 2% wage increase for CWA workers – authorized by the Officers;

It will include the ability to bargain over early retirement for CWA workers determined qualified.

Hopefully, the agreement will be available for the Officers' Meeting.

Motion: Accept the extension of the CWA Contract as presented.

Follow Up:

Moved by: _____ Second : _____

Amendment: _____

Amended By: _____

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

Motion: Carries ☐ Fails: ☐ Tabled Until: ☐ Date: _____

Signatures

THIS SHEET IS INTENTIONALLY LEFT BLANK

SEIU Local 521 Officers' Meeting Motion

Motion Letter: D

Date: January 24, 2017

Motion Title: Approval of Lease Agreement with SEIU 2015.

Recommended By: Kristy Sermersheim, CEO

Background: Kristy found a few months ago that a lease agreement with SEIU 2015 had not been completed and SEIU 2015 had not made any payments to 521 for 2016 rents. She began negotiations with the head of the Local and after several months has reached an agreement for payment of 2016 rents as well as an agreement on 2017 rents.

Lease Agreement will be provided.

Synopsis of many of the major terms in the Lease:

1. Use of the San Jose Office, the Redwood City Office, and the Visalia Office as specified in the lease.
2. Retro Rent of \$8,600 per month back to September 2015 – a lump sum payment of \$129,000.00.
3. Beginning January 1, 2017 – Rent will be \$6,000 per month through lease expiration on August 31, 2018.
4. Includes one day a week use of the San Jose Office "Great Room".
5. One lockable Office.
6. Other smaller meeting rooms may be used as reserved. In the San Jose Office the "Board Room" will not be included in the available meeting rooms.
7. Local 2015 will follow all Local 521's safety, clean-up, internet, and harassment rules.

Motion: To approve the Lease Agreement with SEIU Local 2015 as presented.

Follow Up:

Moved by: _____ Second : _____

Amendment: _____

Amended By: _____

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

Motion: Carries ☐ Fails: ☐ Tabled Until: ☐ Date: _____

Signatures

THIS SHEET IS INTENTIONALLY LEFT BLANK

Agreement to Sublease a portion of the Building on 2302 Zanker Road
Between SEIU 521 (Leaseholder) and SEIU 2015 (Subtenant)

1. Seiu 2015 will pay the rent to sublease their portion of the premises from the transition of the workers (September 1 2015) to Dec 31 2016 as previously agreed. 521 will invoice SEIU 2015 in a separate document (enclosed).

EXTENSION OF SUBLEASE AGREEMENT ZANKER ROAD

Term: January 1, 2017 to August 31, 2018

1. Seiu 2015 will occupy for their full use, 24 hours a day, the following:
 - a. 6 adjacent cubicles, with attached lockable cabinets on the south side of the Zanker office.
 - b. One lockable senior staff office, with detached desk and cabinet, located near to the 2015 cubicles
2. Seiu 2015 also have the intermittent use of the following areas:
 - a. The Great Room for large meetings every Friday (unless necessary by either party to reschedule occasionally) with 30 days' notice.
 - b. Either the Strategic or Public Health meeting rooms for staff and smaller meetings. (seating 8 to 10 people at a large table) at least once a week for meetings)
 - c. Sufficient parking available to local 2015 staff and members on a first come first serve basis, However, should there be a meeting or function that will exceed the normal parking level or otherwise disrupt the Landlord's parking or 521's parking, Local 2015 will notify 521 at least 30 days in advance, and such approval shall not be unreasonably withheld.
 - d. The Strategic Conference room for pre-scheduled meetings (maximum approximately 10 people)
 - e. The upstairs training room as a substitute for the Great Room or as an addition, as scheduled and reserved.

- f. Three additional cubicles located next to the 2015 cubicles available regularly for members to watch training videos. We will also furnish at no additional cost 3 or 4 old but adequate computers for members to use to watch the training videos.
- g. The area in front of the cubicles for a “secondary lobby area” for homecare workers, retirees, or others.

Additional services for Local 2015 from Local 521.

- 1. 521 will provide normal janitorial services (cleaning, vacuuming, trash pickup from the cubicles and meeting rooms.) Local 2015 is responsible for set up and breakdown and leaving the rooms in the same state they were found in.
- 2. 521 will provide toilet papers and paper towels in all the bathrooms, during normal usage. If the subtenant wishes to hold a conference over a weekend multiple day training, they will be responsible for reimbursing or purchasing such items.
- 3. The staff of Local 2015 may use either the upstairs or the downstairs kitchen for a staff kitchen, and for assembling food stuff for member meetings. Should the use of coffee, filtered water and tea become more than de minimis, 521 will ask for reimbursement or limit the usage.
- 4. Three phones, a separate phone line
- 5. 521 will improve the entry sign as approved by City Team, the Landlords of the property, and add SEIU 2015, if they approve. (We will discuss this with Lupe Martinez as work on the sign progresses.) 521 will produce improved temporary signs for 2015 for directions to meeting rooms etc., and will require their usage.

Requirements of Local 2015 as subtenants

IT & Internet Policy:

SEIU Local 521's electronic mail systems and Internet connections must not be used in an offensive, unlawful, or inappropriate manner or in a manner disruptive to the work of any employee. In general, material -- including language, pictures, video, and sound -- that would be offensive in person is equally offensive when depicted on a computer screen, contained in an electronic mail message, or posted on an electronic bulletin board.

Use of the electronic email systems and Internet connections must be consistent with SEIU Local 521 Sexual Harassment policy. Offensive use of these resources include, but are not limited to: viewing or sending sexually explicit or obscene material, using these resources to threaten, defame, or harass any person, or to view or send material that disparages any person on the basis of race, ethnicity, national origin, sexual orientation, age, religion, gender, or disability.

You must obtain permission from the Information Technology dept before downloading any software from the Internet or otherwise to ensure that the software is compatible with SEIU Local 521 system and the software used by SEIU Local 521 appropriately licensed. Employees may not download or otherwise transmit any copyrighted material through SEIU Local 521 computer system.

Employees must not monitor or access messages not sent to or intended for them, or attempt to do so, without expressed permission.

SEIU will not assume any liability for any claim, suit, criminal prosecution, or judgment against any user of its computer and email system or its Internet connections because of any action by him or her in the course of such use.

Under the Digital Millennium Copyright Act, distribution of copyright materials is punishable by law. Those found guilty of copyright infringement may face the following penalties:

- Up to five years in jail
- Fines and charges of up to \$150,000 per file
- In addition to any other charges that might be brought against you, the copyright holder can file suit, which can result in legal fees and damages that must be paid.

Recent cases have resulted in judgments against the person distributing the files for up to \$80,000 per file.

ANTI-HARASSMENT POLICY AND ANTI-DISCRIMINATION AND COMPLAINT PROCEDURE

Purpose

SEIU Local 521 is committed to providing a work environment that is free from all forms of discrimination and harassment. Our goal is to strive for a productive and pleasant working environment based on mutual respect and that reflects the highest level of ethical and lawful conduct.

Scope

This policy applies to all SEIU Local 521, managers, supervisors, employees, applicants, and members. This policy applies at all SEIU Local 521 locations; Local 521 sponsored social or other events, as well as activities at which you represent SEIU Local 521.

Policy

SEIU Local 521 strictly prohibits any unwelcome conduct in the workplace that is based on an individual's age, ancestry, citizenship, color, marital status, national origin, political affiliation, pregnancy, childbirth or related medical conditions, race, religion, gender, gender identity, sexual orientation, military or veterans' status, physical or mental medical condition unrelated to the person's ability to perform the job, or the perception that a person has any of the above characteristics, or that the person is associated with a person who has, or is perceived to have, any of the above characteristics, or any other basis protected by Federal, state, Local law, ordinance, or regulation.

Additionally, SEIU Local 521 will not tolerate our outside vendors or consultants harassing any employee.

Any employee found to violate this policy will be subject to disciplinary action up to and including termination of employment.

Prohibited Conduct

Harassment includes any unwelcome verbal, physical or visual conduct that denigrates, shows hostility or aversion toward an individual or his/her relatives, friends or associates because of a particular protected status. Harassing conduct also has the purpose or effect of substantially interfering with an individual's work performance, or creating an intimidating, hostile or offensive working environment or otherwise affecting an individual's employment opportunities. Examples of prohibited conduct include: epithets, slurs, negative stereotyping and written/graphic material or jokes that show hostility or prejudice.

Sexual harassment refers to behavior of a sexual nature that is unwelcome and personally offensive to its recipients. It can also be behavior that is simply abusive, with no sexual elements, if it is directed at an individual because of his or her sex. Harassment may be overt or subtle and involves any conduct that makes someone uncomfortable being at work. For example, behavior that may be acceptable in a social setting may not be appropriate in the workplace. In addition, sexual or gender harassment can be by a person of either the same or opposite sex. This policy also forbids harassment based upon a person's perceived gender—meaning that gender that they elect to adopt.

Unwelcome sexual advances, requests for sexual favor; and other verbal or physical conduct of a sexual nature constitute “sexual harassment” when either explicitly or implicitly.

Submission to conduct is made as a term or condition of employment; [hiring, compensation, promotion or retention]. Submission to or rejection of such conduct is used as a basis for decisions concerning that individual's employment or engagement; It unreasonably interferes with an employee's job performance; or creates an intimidating, hostile or offensive work environment.

Examples of prohibited conduct also include, but are not limited to:

Verbal: Innuendoes, slurs, sexually suggestive comments, jokes of a sexual nature, or jokes based on the protected characteristics (whether actual, perceived or by association), threats, unwanted social invitations, lewd or derogatory comments, racial epithets, insults, sexual advances or requests for sexual favors.

Non-Verbal: Sexually suggestive objects or pictures, graphic commentaries, suggestive or insulting sounds, leering, whistling, or obscene gestures, offensive materials sent via e-mail or internet.

Physical: Unwanted physical contact of a sexual nature, including sexually suggestive or offensive touching, brushing up against the body, pinching or coerced sexual intercourse, hitting or pushing, blocking or impeding movement.

Complaint Procedure: All allegations of harassment and discrimination will be taken seriously. SEIU Local 521 encourages all employees to report any incidents of harassment forbidden by this policy immediately so that complaints can be quickly and fairly resolved. If you find conduct in the workplace to be unwelcome or offensive, you may immediately inform the person engaging in the conduct in a clear and unambiguous manner that the conduct is unwelcome or offensive and that you want the conduct to stop. However, if you are uncomfortable taking this action or if the conduct does not cease after you have warned the offending person(s) to stop, you should immediately bring the subject to the attention of your immediate supervisor, or, in the case of an applicant for employment who believes that he or she has been sexually harassed, he or she should immediately bring the subject directly to the attention of the Training Director,

Assistant to President, or Administrative Director. You are welcome to have union representation.

Once a complaint is made, Local 521 will undertake a prompt investigation ensuring confidentiality to the maximum extent possible. Inquiries and/or complaints will be investigated by Training Director, Assistant to President, or Administrative Director (or other impartial designee), if appropriate. In the event the Local hears of a complaint through a third party and the complaint involves a bargaining unit member, the Union will be notified by Local 521. You are welcome to have union representation.

Should a bargaining employee choose not to have Union representation during the process, Local 521 will request that the employee acknowledge in writing his/her desire not to involve the union. A bargaining unit employee who exercises this option may change his/her mind at any stage in the proceedings and have full union representation.

All directors, managers, supervisors and employees have an obligation to cooperate with an investigation. Should the investigation result in a finding of misconduct, Local 521 will take appropriate remedial and/or disciplinary action. Any employee found to have engaged in harassment or discrimination will be subject to disciplinary action up to and including immediate discharge.

Any director, manager or supervisor who is aware of any possible violation of this policy and fails to notify management or Training Director, Assistant to President, or Administrative Director will be subject to discipline up to and including discharge.

You also should be aware that the Federal Equal Employment Opportunity Commission and the California Department of Fair Employment and Housing investigate and prosecute complaints of prohibited harassment in employment.

If you think you have been harassed or that you have been retaliated against for it resisting or complaining, you may file a complaint with the appropriate agency. The nearest office is listed in the telephone book.

SEIU Local 521 will not tolerate any reprisals or retaliation against any employee who reports known or suspected prohibited harassment or for appropriately initiating or assisting in any investigation or action or proceeding resulting from a harassment investigation. Local 521 recognizes that false accusations of harassment can have serious effects on innocent individuals. We trust all of our employees will act responsibly to establish and maintain a pleasant and productive working environment, free of discrimination and harassment.

3. Should there become a time when the 2 unions do not agree on endorsements for one or more SEIU proposition, or local, state or federal candidate, or a referendum, measure or proposition etc., Local 2015 will not display signs, or use the common areas (meeting rooms as listed above or the cubicles used for video training) for campaigning for the opposing candidate or issue.

Costs and conditions

1. Local 2015 will pay \$6000.00 each month in advance for each month beginning February 2017 and pay the January 2017 rent before the March 2017 payment. Payments over 20 days late must include a 3% late fee.
2. Local 2015 will provide its own insurance for accidents or incidents that occur during meetings to members and or staff, as well as special one day insurance when required for special events. Local 521 is not responsible for such expenses or incidents.

FOR LOCAL 2015

Date:_____

FOR LOCAL 521

Date:_____

THIS SHEET IS INTENTIONALLY LEFT BLANK

**SEIU Local 521
PACE and PAC
as of December 31, 2016**

Independent Expenditures		
Bank Balance as of 11/30/16		\$ 377,515.06
<i>Outstanding Deposits: None</i>		
<i>Outstanding Motions:</i>		
Elect Rosaena Sanchez for Supervisor 2016	4.26.16-B14	5,000.00
Political Slate Mailer	5.26.16-B1	7,574.70
Natalie Kwan-Lloyd for San Mateo SAMCERA	5.26.16-B6	5,000.00
Directly Contacting 521 Members on Elections	8.23.16-B2	25,000.00
Predictive Dialer Voter ID Campaign	8.23.16-B8	10,000.00
Andre Gonzales BFL School Board District 4	10.7.16-Email	500.00
Dr Ryamond Gonzales BFL School Board District 3	10.7.16-Email	500.00
<i>Available Funds - PACE</i>		175.00
<i>Available Funds - PAC</i>		323,765.36
		0.00

Issues		
Bank Balance as of 11/30/16		\$ 29,575.77
<i>Outstanding Deposits: Nov, Dec</i>		7,761.63
<i>Outstanding Motions:</i>		
Kern Library Tax Yes on Measure F	4.13.16-B2 Poll	5,896.00
Economic Justice Alliance	8.23.16-B9	5,000.00
Get Santa Cruz Moving - Yes on D in-kind	9.24.16-B3	5,000.00
<i>Available Funds - PACE</i>		452.06
<i>Available Funds - PAC</i>		20,989.34
		(0.00)

Candidates		
Bank Balance as of 11/30/16		\$ 114,640.15
<i>Outstanding Deposits: Oct, Nov, Dec</i>		12,841.26
<i>Outstanding Motions:</i>		
Ash Kalra for CA Assembly 2016	2.23.16-B4	2,500.00
Betty Yee for Controller of CA	3.22.16-B9	1,000.00
John Chang for Treasurer of CA	3.22.16-B9	1,000.00
Alex Padilla for Secretary of State	3.22.16-B9	1,000.00
Rudy Salas for Assembly 2016	3.22.16-B10	2,500.00
Anthony Rendon for Assembly 2016	3.22.16-B10	2,500.00
Rob Bonta for Assembly 2016	3.22.16-B10	1,000.00
Re-Elect Senator Wieckowski for Senate 2018	3.22.16-B10	1,500.00
Kevin De Leon	3.22.16-B10	2,500.00
Zach Friend for Supervisor	4.13.16-B10 Poll	500.00
Regional Specific Slate Mailers	7.26.16-B3	9,433.80
DAWN Event	8.23.16-B1	375.00
Margaret Abe Koga	10.7.16-Email	500.00
Lucas Ramirez	10.7.16-Email	250.00
Cecilia Taylor	10.7.16-Email	250.00
Duane Goff	10.7.16-Email	250.00
Gary Panett	10.7.16-Email	500.00
Susanne Gundy	10.7.16-Email	500.00
Suzanne Aguilera-Marrero	10.7.16-Email	500.00
<i>Available Funds - PACE</i>		240.86
<i>Available Funds - PAC</i>		84,829.75
<i>Available Funds - RETIREE</i>		13,852.00
		0.00

THIS SHEET IS INTENTIONALLY LEFT BLANK

SEIU Local 521 Officers' Meeting Motion

* Motion Letter: A

Date: January 24, 2017

Motion Title: Report Consent Agenda

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

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

Committee Reports Requiring Approval/Confirmation: (as noted below)

1. **Approval of the Minutes for the Officers' Meeting October 25, 2016** - (pages 5-10)
2. **Approval of the Minutes for the Special Officers' Meeting November 16, 2016** - (pages 11-12)
3. **Budget & Finance Committee Report** – RoseAnn Dominguez, Local 521 Treasurer
January 19, 2017 Meeting – The Committee reviewed the October & November 2016 Financials and 2016 Approved Budgets. - (pages 13-54)
 - B&F Item 1 – Approved - The October & November 2016 Financial Documents
 - B&F Item 2 – Failed – Transitional Assistance for New CEO.Signed Motions - (pages 55-58)
4. **Good and Welfare Committee Report** – donations in December 2016 & January 2017: In December \$500 for funeral expenses.
 - Please submit all Good & Welfare requests to both RoseAnn Dominguez and Karen Summers.

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

Follow Up:

Moved by: Moved Second : Seconded

Pulled: _____

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

Motion: Carries ☒ Fails: ☐ Tabled Until: ☐ Date: _____

Signatures

Melissa Willett

SEIU Local 521 Officers' Meeting Motion

* Motion Letter: B

Date: January 24, 2017

Motion Title: Political Consent Agenda - (pages 59-60)

The Following Items have been placed on the CONSENT AGENDA for approval without discussion. If you wish discussion pull the item from the CONSENT AGENDA –

NO Motion is required to remove an item from the Consent Agenda.

Political Motions:

- B/1 – Contributions and Confirmations of Endorsements for two Los Angeles Unified School District Board Seats – (Region 1) - (pages 61-62)
- B/2 – Campaign to Stop Palo Alto from Contracting Out the Animal Shelter Services (Region 1) - (pages 63-64)
- B/3 – Contribution to Cindy Chavez for Supervisor 2013 Santa Clara County – (Santa Clara County – Region 1) - (pages 65-66)
- B/4 – Contribute to Ken Yeager for Board of Supervisor Sana Clara County - (Santa Clara County - Region 1) - (pages 67-68)
- B/5 – Contribution to Anthony Phan 2016 Milpitas City Council – (Region 1) - (pages 69-70)
- B/6 – Fund Women's Marches on January 21st up to \$1,000 from Issues Account – (Region 1, 2 & Central Valley) - (pages 71-72)

* **Motion B:** To approve as presented **ALL Motions** on the Political Consent Agenda **EXCEPT** those pulled and listed below which will be held for discussion and approval or denial:

Follow Up:

Moved by: Moved Second: Seconded

Pulled: _____

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

Motion: Carries ☒ Fails: ☐ Tabled Until: ☐ Date: _____

Signatures

Melissa Willett

SEIU Local 521 Officers Meeting Motion

Motion Letter: B/1

Date: January 24, 2017

Motion Title: Contributions and Confirmations of Endorsements for two Los Angeles Unified School District Board seats

Recommended By: San Benito and Santa Clara COPE Committee December 6th Meeting and by Email vote for Monica Garcia on January 12th 2017

Background:

Local 99, in Southern California, will be bargaining with their largest employer, the Los Angeles Unified School District (LAUSD). Simultaneously, Local 99 will be in full election mode as three of the seven LAUSD Board seats are up in the Spring. Local 99 will be defending two incumbents (the third seat is vacant and we have yet to endorse), Steve Zimmer and Monica Garcia. Both Board members have been critical in not only winning for our workers but in increasing graduation and college-going rates for students of color and students of poverty to the highest they have ever been.

Under their leadership, Local 99 has won: healthcare for their members, a \$15 minimum that kicked in this year, increased attention and services for immigrant youth and more funding to address the specific needs of low-income, immigrant and foster students and families. As Local 99 biggest supporters, they also play a critical role in our fight to stop the privatization of public education and expand our Charter School organizing to ensure all workers are represented.

Local 99 is anticipating major opposition from the Charters Schools Association and Local 99 is looking for support from all of their sister locals throughout California. The future of public education in Los Angeles and in-turn, California, depends on Local 99 ability to have progressive voices at LAUSD.

Motion: To endorse Steve Zimmer and Monica Garcia for LAUSD trustees and contribute \$500 each from the candidates account.

Follow Up:

Moved by: Moved Second : Seconded

Amendment: _____

Amended By: _____

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

Motion: Carries ☒ Fails: ☐ Tabled Until: ☐ Date: _____

Signatures

Melissa Willett

SEIU Local 521 Officers Meeting Motion

Motion Letter: B/2

Date: January 24, 2017

Motion Title: To have a campaign to stop Palo Alto from contracting out the Animal Shelter Services.

Recommended By: Santa Clara and San Benito COPE committee by email January 12, 2017 by email vote.

Background:

The campaign would consist of some of the following if not more: mailers to key areas, robo calls, and other actions deemed necessary to save the Animal Shelter.

Palo Alto has been infamous for contracting out various services. What they generally do is slowly let our workers retire or voluntarily leave and not fill the positions. Then they proceed to contract out the work to an outside service that pays lower benefits and salaries. They have done this with the Street Sweepers even though we proved that there is no savings.

We have stopped Palo Alto in the past by campaigning hard to not contract out parks and recreation. This can be a signal for other cities that we represent workers who they may be considering contracting out.

Motion: To use \$5,000 from the issues account to spend on a campaign to stop Palo Alto from contracting out the Animal Shelter Services.

Follow Up:

Moved by: Moved Second: Seconded

Amendment: _____

Amended By: _____

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

Motion: Carries ☒ Fails: ☐ Tabled Until: ☐ Date: _____

Signatures

Melissa Willett

SEIU Local 521 Officers Meeting Motion

Motion Letter: B/3

Date: January 24, 2017

Motion Title: Contribute to Cindy Chavez for Supervisor 2013 Santa Clara County

Recommended By: the San Benito and Santa Clara County COPE Committee on December 16, 2016

Background:

Cindy Chavez was elected by a special election in 2013 to replace George Shirakawa as Santa Clara County Board of Supervisors. Cindy has been a champion of Labor for many years and she was previously the Executive Manager of the South Bay Labor Council. Cindy has been instrumental in helping us close our largest chapter contracts since she has been in the office. Additionally, Cindy was a leader in getting the first comprehensive living wage policy passed in the nation and helping us get the 1115 Waiver implemented at Valley Medical Center, one of our public hospitals that we represent. Cindy has been endorsed by the South Bay Labor Council and we endorsed her for her 2013 election. She still has debt from the 2013 election and we would like to help her retire that outstanding debt.

Motion: To contribute \$1,000 to the Cindy Chavez for Supervisor 2013 from the Candidates account

Follow Up:

Moved by: Moved Second: Seconded

Amendment: _____

Amended By: _____

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

Motion: Carries ☒ Fails: ☐ Tabled Until: ☐ Date: _____

Signatures

Melissa Willett

SEIU Local 521 Officers Motion

Motion Letter: B/4

Date: January 24, 2017

Motion Title: Contribution to Ken Yeager, Board of Supervisors Santa Clara County

Recommended By: Santa Clara and San Benito COPE Committee on the December 6, 2016 meeting

Background:

Ken Yeager, was a City Council member of San Jose who, when termed out, was elected to the County of Santa Clara Board of Supervisors in 2006. Ken has been our ally on the Board by supporting living wage and many of our county initiatives, especially regarding Health Care.

Ken has been endorsed by the South Bay Labor Council covering Santa Clara and San Benito Counties. We endorsed Ken when he first ran for the Board of Supervisors back in 2006.

Motion: To contribute to Ken Yeager for Supervisor \$1,000 from the Candidates Account

**Ken Yeager for County Supervisor • Santa Clara County •
District 4 (FPPC ID #1275876)
1925 Cleveland Avenue, San Jose, CA 95126**

Follow Up:

Moved by: Moved Second: Seconded

Amendment: _____

Amended By: _____

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

Motion: Carries ☒ Fails: ☐ Tabled Until: ☐ Date: _____

Signatures

Melissa Willett

SEIU Local 521 Officers Motion

Motion Letter: B/5

Date: January 24, 2017

Motion Title: Contribute to Anthony Phan for Milpitas City Council 2016

Recommended By: The San Benito and Santa Clara County COPE Committee on January 3, 2017

Background:

Anthony received an open endorsement from the Labor Council as a candidate for City of Milpitas Council. An open endorsement means any affiliated union can contribute to the candidate account. Anthony came in second for City Council behind Bob Nunez.

Anthony's background in local politics was as a library and early education commissioner. Anthony oversaw one of the most innovative public library systems in the United States. Frustrated that budget cuts have hindered library operations, Anthony pushed for the successful passage of San Jose's Measure B in 2014, which effectively raises \$200 million in revenue over the next 25 years to support public libraries and youth programs in Silicon Valley.

Professionally, Anthony operates a small business in strategy consulting and is the Executive Officer and Founder of an education non-profit based here in Silicon Valley.

Several San Benito and Santa Clara COPE members have expressed support for Anthony during the endorsement process at the South Bay Labor Council Endorsement meetings.

Anthony comes from a family of immigrant refugees, who fled to America to escape political persecution. After his father passed away, he decided to work as hard as he could to make a difference in our community and advocate for others.

Motion: To contribute \$500 to Neighbors for Anthony Phan 2016-Milpitas City Council from the candidates account.

Follow Up:

Moved by: Moved Second: Seconded

Amendment: _____

Amended By: _____

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

Motion: Carries ☒ Fails: ☐ Tabled Until: ☐ Date: _____

Signatures

Melissa Wulfsberg

SEIU Local 521 Officers' Motion

Motion Letter: B/6

Date: January 24, 2017

Motion Title: Fund Women's Marches occurring on January 21st in San Jose, Santa Cruz, Monterey and Visalia (Central Valley) from the Issues account up to \$1,000.

Recommended By: San Mateo County or Peninsula COPE Committee

Background: On January 21, 2017, the day after the inauguration, a National Women's March is scheduled.

The purpose of this March is to stand together in solidarity with our partners and children for the protection of our rights, our safety, our health, and our families - recognizing that our vibrant and diverse communities are the strength of our Country. The rhetoric of the past election cycle has insulted, demonized, and threatened many of us - women, immigrants of all statuses, those with diverse religious faiths particularly Muslims, people who identify as LGBTQIA, Native and Indigenous people, Black and Brown people, people with disabilities, the economically impoverished and survivors of sexual assault. We are confronted with the question of how to move forward in the face of national and international concerns and fear. In the spirit of democracy and honoring the champions of human rights, dignity, and justice who have come before us, we join in diversity to show our presence in numbers is too great to ignore. We call on all defenders of human rights to join us.

In Santa Clara County, there is a rental fee of \$150 for a space where we can have a table to pass out our handouts regarding the impacts of ACA and have people call their congressman. All the other events will have the same opportunity.

Motion: To approve using \$1,000 from the Political Issues Account to pay rental fees for tables at the events or donate money for costs of the March. This fund shall be distributed by the CEO.

Follow Up:

Moved by: Moved Second : Seconded

Amendment: _____

Amended By: _____

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

Motion: Carries ☒ Fails: ☐ Tabled Until: ☐ Date: _____

Signatures

Melissa Willett

SEIU Local 521 Officers' Meeting Motion

Motion Letter: C

Date: January 24, 2017

Motion Title: Acceptance of the CWA Contract Extension Settlement.

Recommended By: Kristy Sermersheim, CEO

Background: The Local Field (CWA) Staff Contract was scheduled to expire on February 28, 2017, which will be the first month of the new CEO's term of Office. Bargaining this contract would present an additional burden on the incumbent CEO. Kristy contacted CWA to try to negotiate an extension to take this burden off the incumbent. At first they said no. However, they have now agreed to an extension.

Included in the extension:

It will be for one year;

It will include a 2% wage increase for CWA workers – authorized by the Officers;

It will include the ability to bargain over early retirement for CWA workers determined qualified.

Hopefully, the agreement will be available for the Officers' Meeting.

Motion: Accept the extension of the CWA Contract as presented.

Follow Up:

Moved by: Moved Second : Seconded

Amendment: _____

Amended By: _____

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

Motion: Carries ☒ Fails: ☐ Tabled Until: ☐ Date: _____

Signatures

Melissa Willett

SEIU Local 521 Officers' Meeting Motion

Motion Letter: D

Date: January 24, 2017

Motion Title: Approval of Lease Agreement with SEIU 2015.

Recommended By: Kristy Sermersheim, CEO

Background: Kristy found a few months ago that a lease agreement with SEIU 2015 had not been completed and SEIU 2015 had not made any payments to 521 for 2016 rents. She began negotiations with the head of the Local and after several months has reached an agreement for payment of 2016 rents as well as an agreement on 2017 rents.

Lease Agreement will be provided.

Synopsis of many of the major terms in the Lease:

1. Use of the San Jose Office, the Redwood City Office, and the Visalia Office as specified in the lease.
2. Retro Rent of \$8,600 per month back to September 2015 – a lump sum payment of \$129,000.00.
3. Beginning January 1, 2017 – Rent will be \$6,000 per month through lease expiration on August 31, 2018.
4. Includes one day a week use of the San Jose Office "Great Room".
5. One lockable Office.
6. Other smaller meeting rooms may be used as reserved. In the San Jose Office the "Board Room" will not be included in the available meeting rooms.
7. Local 2015 will follow all Local 521's safety, clean-up, internet, and harassment rules.

Motion: To approve the Lease Agreement with SEIU Local 2015 as presented.

Follow Up:

Moved by: Moved Second : Seconded

Amendment: _____

Amended By: _____

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

Motion: Carries ☒ Fails: ☐ Tabled Until: ☐ Date: _____

Signatures

Melissa Willett

SEIU Local 521 Officers' Meeting Motion

Motion Letter: E

Date: January 24, 2017

Motion Title: Approval for Retiree Chapter "Political" Money to be used for a CARA Event - \$2,500

Recommended By: Carol Garvey

Background: The Retiree Chapter has money that is earmarked for Political Type purposes in a separate Chapter account. They have asked that \$2,500 be used for a CARA – CA Alliance for Retired Americans event, to sponsor a bus to Bakersfield on 1/27/17 for a Medicare/Medicaid Rally.

Motion: To approve an expenditure of \$2,500 from the Chapter Fund – Political for the 1/27/17 event in Bakersfield for a Medicare/Medicaid Rally.

Follow Up:

Moved by: Moved Second : Seconded

Amendment: _____

Amended By: _____

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

Motion: Carries ☒ Fails: ☐ Tabled Until: ☐ Date: _____

Signatures

Melissa Willetto