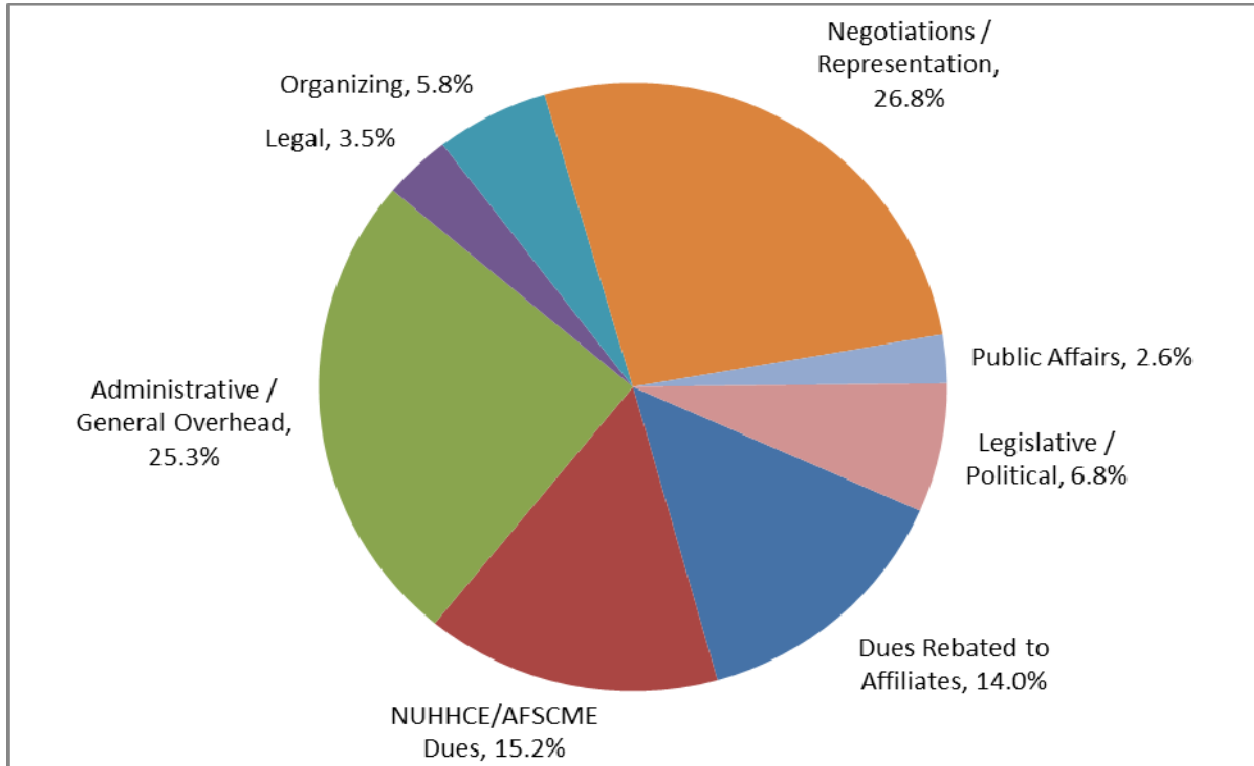


# HOW UNAC/UHCP SPENDS UNION DUES

The chart below illustrates the UNAC/UHCP 2014-2015 budget, and how member dues income is allocated to the various activities of the Union.



In terms of each expense category, the table below lists expenditure details.

Expense Category	% of Total Expenses	Detailed Description of Expenditures
Negotiations/Representation	26.8%	Expenses associated with negotiating and enforcing contracts. Includes three Representation Services Directors and 29 staff representatives. Affiliates have one to two dedicated staff representatives, nearly all of whom are health care professionals.
Administrative/General Overhead	25.3%	Includes all expenses associated with the Union's administrative and finance functions. Also includes rent for the San Dimas and San Diego offices, equipment leases, IT services, printing and postage, telephone and computers. Funds UNAC/UHCP's biennial convention.

Expense Category	% of Total Expenses	Detailed Description of Expenditures
NUHHCE/AFSCME Dues	15.2%	Per capita dues remitted to the national unions. ASFCME is a founding union of the KP Labor-Management Partnership and continues to provide significant support to the Coalition of KP Unions and our efforts to raise KP working standards through the LMP National Agreement. The national unions also provide political, legislative, research and organizing support. For example, five AFSCME organizers are currently assigned full-time to UNAC/UHCP organizing campaigns. In addition, AFSCME lobbyists in Sacramento are assisting our efforts to challenge Prime Healthcare Service's expansion in California.
Dues Rebated to Affiliates	14.0%	Member dues income rebated back to individual Affiliates.
Legislative/Political	6.8%	Expenses associated with the Union legislative activities and lobbying. Includes a Political and Legislative Affairs Director and three political action representatives. Also includes funding of the UNAC/UHCP Political Action Committee (PAC) fund.
Organizing	5.8%	Expenses associated with external and internal organizing activities. Includes the Organizing Director and nine staff organizers.
Legal	3.5%	Expenses associated with legal activities. Includes two in-house attorneys, a legal fellow and a legal secretary. Also funds outside legal services, including member representation at various healing arts boards.
Public Affairs	2.6%	Expenses associated with the Union's communications activities. Includes the Communications Director and three communications specialists. Publishes paper and electronic member communications and coordinates external media relations.