

AFSCME COUNCIL 13

Membership Card



Name: _____ SSN (Last 4 digits): _____

Home Address: _____

House Number/Street City State Zip Code

Local #: _____ Employer: _____ Occupation: _____

Date of Hire: ____/____/____ Worksite: _____ Home Phone Number: _____

Cell Phone Number*: _____ Personal Email: _____

I hereby apply for membership in the American Federation of State, County and Municipal Employees, (AFSCME) Council 13, AFL-CIO, including its affiliated District Councils (hereafter "Union") and I agree to abide by its Constitution. By this application I authorize the Union and its successor or assign to act as my exclusive bargaining representative for purposes of collective bargaining with respect to wages, hours and other terms and conditions of employment with my Employer.

Effective immediately, I hereby voluntarily authorize and direct my Employer to deduct from my pay each pay period, regardless of whether I am or remain a member of the Union, the amount of dues certified by the Union, and as they may be adjusted periodically by the Union. I further authorize my Employer to remit such amount monthly to AFSCME Council 13 and I recognize that neither this authorization nor its continuation is a condition of my employment.

This voluntary authorization and assignment shall be irrevocable, regardless of whether I am or remain a member of the Union, for a period of one year from the date of execution of this authorization or until the termination date of the collective bargaining agreement (if there is one) between my Employer and the Union, whichever occurs sooner, and for the years to come, unless I give my Employer and the Union written notice of revocation during the fifteen (15) days before the annual anniversary date of this authorization or, for public sector contracts, during the fifteen (15) days before the date of termination of the appropriate collective bargaining agreement between the Employer and the Union, whichever occurs sooner. For employees subject to private sector contracts, if the collective bargaining agreement specifies a revocation period that is longer than fifteen (15) days, then the longer period shall apply.

Payments to the Union are not deductible as charitable donations for federal income tax purposes. However, they may be tax deductible as ordinary and necessary business expenses.

Signature _____

Date:

* By providing my cell phone number, I understand that the Union and its affiliates may use automated calling technologies and/or text message me on my cell phone on a periodic basis. The Union will not charge for text message alerts, but carrier message and data rates may apply to such texts.



VOLUNTARY P.A.L. Contribution Form

Deduction Per Pay Period:

☐ \$2.00 ☐ \$4.00 ☐ \$ _____
(Other)

Pay Schedule:

☐ Weekly ☐ Bi-Weekly
☐ Monthly ☐ Bi-Monthly

Jacket Size: _____

Name: _____ Local #: _____
First Middle Last

I hereby authorize my employer and associated agencies to deduct, each pay period, the amount certified in the box provided as a voluntary contribution to be paid to the Treasurer of the P.A.L. qualified committee, AFSCME Council 13, AFL-CIO, 4031 Executive Park Drive, Harrisburg, PA 17111-1507, affiliated with the AFSCME International PEOPLE Committee to be used to support pro-worker candidates in federal, state and local elections. My contribution is voluntary, and I understand that it is not required as a condition of membership in any organization, or as a condition of continued employment, and is free of reprisal. I understand that any contribution guideline is only a suggestion and I am free to contribute more or less than that amount and will not be favored or disadvantaged due to the amount of my contribution or refusal to contribute, and that I may revoke this authorization at any time by giving written notice to the Treasurer of P.A.L.

Date: / /

Signature

In accordance with federal law, P.A.L. and PEOPLE will accept contributions only from members of AFSCME and their families. Contributions from other persons will be returned. Contributions or gifts to P.A.L. and AFSCME PEOPLE are not deductible as charitable contributions for federal income tax purposes.

Internal Use Only: ☐ C13 ☐ DC ☐ INT'L Date: ____ / ____ / ____

REMOVE TO EXPOSE ADHESIVE



NO POSTAGE
NECESSARY
IF MAILED
IN THE
UNITED STATES



BUSINESS REPLY MAIL

FIRST-CLASS MAIL PERMIT NO. 7037 HARRISBURG PA

POSTAGE WILL BE PAID BY ADDRESSEE



AFSCME COUNCIL 13 AFL-CIO
4031 EXECUTIVE PARK DRIVE
HARRISBURG PA 17111-9930

UNITED FOOD & COMMERCIAL WORKERS INTERNATIONAL UNION
MEMBERSHIP APPLICATION

LOCAL 1776KS

PRINT OR TYPE
Please Press HardPreferred language to receive communications: ☐ English ☐ Spanish ☐ Other _____

PLEASE PRINT

Social Security Number	First Name	Md.Init.	Last Name			Sex	Date of Birth Mo. Da. Yr.		
Address		Apt. #	City		State	Zip Code	Home Telephone ()		
Employer Name		Location Address					Cell Telephone ()		
Dept. or Job Classification	Location Name/Number		Start Date Mo. Da. Yr.		<input type="checkbox"/> Full Time		Current Hrly Wage _____		
Type of Work Performed	<input type="checkbox"/> New Hire <input type="checkbox"/> Rehire		Withdrawal Date Mo. Da. Yr.		<input type="checkbox"/> Part Time		Effective Date ____ Mo. ____ Da. ____ Yr.		
	Previous Union Affiliation/Employer								
I hereby make application for membership in the UNITED FOOD AND COMMERCIAL WORKERS INTERNATIONAL UNION and affirm that the above statements are true, and I agree that all monies paid by me shall be forfeited and my membership declared void if they are not true. I authorize the UNITED FOOD AND COMMERCIAL WORKERS INTERNATIONAL UNION to represent me for the purposes of collective bargaining and handling of grievances either directly or through such local union as it may duly designate. I have read the information on the reverse side of this form.		Preferred communication <input type="checkbox"/> E-Mail <input type="checkbox"/> Web Portal <input type="checkbox"/> US Mail			E-Mail Address				
		Applicant's Signature X					Date Signed Mo. Da. Yr.		
		Local Union Executive Officer's Signature					Affiliation Date Mo. . Yr.		

RETURN ALL COPIES TO LOCAL UNION

UFCW Authorization Form for PAC Membership and Contribution

I hereby authorize _____ to deduct (check one)

☒ \$1.00 ☐ \$2.00 ☐ \$3.00 ☐ \$4.00 ☐ \$5.00 ☐ Other \$ _____

per week from my paycheck. Such amount to be transmitted to the UFCW Local 1776KS Political Action Committee (PAC) at such time and in such manner as may be agreed upon by _____ and UFCW Local 1776KS.

A commitment of at least one year is the usual way to begin this donation program.

I understand that this authorization is voluntarily made and that the amount suggested as a contribution is a guideline and that I may contribute more or less than this amount by any lawful means, other than this checkoff, or may refuse to contribute, and that the making of payments to the UFCW Local 1776KS PAC is not a condition of membership in the Union or of employment with the employer and that I have a right to refuse to sign this authorization and not to contribute to the UFCW Local 1776KS PAC without reprisal.

I understand that my contribution will be used for political purposes, including the support of candidates for federal, state and local office. I expressly reserve the right to revoke at any time this authorization in writing.

I understand that contributions or gifts to the UFCW Local 1776KS PAC are not deductible as charitable contributions for federal tax purposes.

Signature _____ Date _____

Name (please print) _____ S.S. No. _____

Address _____ Home Phone _____

United Food and Commercial Workers Union Local 1776KS
PLYMOUTH MEETING, PENNSYLVANIA

Effective immediately, I hereby voluntarily authorize and direct my Employer to deduct from my wages each pay period, regardless of whether I am or remain a member of the Union, the sum equivalent to my regular union membership dues and further direct my Employer to deduct any Initiation Fees and Assessments which are due and payable by me as a member of Local No. 1776KS resulting out of action taken by the membership of the Local Union and/or the By-Laws of Local 1776KS and the Constitution of the United Food and Commercial Workers International Union. I further authorize my Employer to remit such amount, as specified in the collective bargaining agreement, to UFCW Local 1776KS and I recognize that neither this authorization nor its continuation is a condition of my employment.

This voluntary authorization and assignment shall be irrevocable, regardless of whether I am or remain a member of the Union, for a period of one year from the date of execution of this authorization or until the termination date of the collective bargaining agreement (if there is one) between my Employer and the Union, whichever occurs sooner, and for the years to come, unless I give my Employer and the Union written notice of revocation during the fifteen (15) days before the annual anniversary date of this authorization or, for public sector contracts, during the fifteen (15) days before the date of termination of the appropriate collective bargaining agreement between the Employer and the Union, whichever occurs sooner. For employees subject to private sector contracts, if the collective bargaining agreement specifies a revocation period that is longer than fifteen (15) days, then the longer period shall apply. **I understand that dues paid to Local 1776KS are not deductible as charitable contributions for Federal Tax purposes.**

Date _____ Signature _____

Name (please print) _____ S.S. No. _____

Company _____ Store No. _____

FOR YOUR INFORMATION



In accordance with the decisions of the United States Supreme Court, you have the right to refrain from being a member of the Union. Employees of private companies who are not members of the Union, are required to pay, as a condition of employment, an agency fee and, where applicable, initiation fees. Under the Local 1776KS policy on agency fee objections for private sector employees, an employee who is not a member of the Union, but who pays agency fees pursuant to the Union security clause, may request a reduction in that fee based on their objection to certain kinds of union expenditures. Local 1776KS provides an objection period each year during the month of September, followed by a reduction in the objector's fee for the 12 months beginning with November and running through October of the following year. Public sector employees are not required to pay agency fees.

ELECTRONIC COMMUNICATIONS

By providing my cell phone number, I understand that the Union and its affiliates may use automated calling technologies and/or text message me on my cell phone on a periodic basis. The Union will not charge for text message alerts, but carrier message and data rates may apply to such texts.

By providing my email address, I understand that the Union and its affiliates may send me email messages on a periodic basis.

EXHIBIT C - TESTIMONY OF DAVID R. OSBORNE

 PENNSYLVANIA STATE EDUCATION ASSOCIATION PSEA-AFFILIATED LOCAL ASSOCIATION NATIONAL EDUCATION ASSOCIATION 2020-2021 EA ENROLLMENT FORM		 NATIONAL EDUCATION ASSOCIATION <i>Great Public Schools for Every Student</i>					
LOCAL ASSOCIATION NUMBER		LOCAL ASSOCIATION NAME/EDUCATIONAL EMPLOYER		BUILDING NAME			
SS# (LAST 4 DIGITS) OR PSEA ID#		TITLE	LAST NAME	FIRST NAME	MIDDLE INITIAL		
		<input type="checkbox"/> MRS. <input type="checkbox"/> MR. <input type="checkbox"/> MISS <input type="checkbox"/> DR. <input type="checkbox"/> MS.					
STREET ADDRESS			CITY	STATE	ZIP CODE		
EMPLOYMENT LEVEL (✓) PLEASE CHECK ONE					PDE ID#		
<input type="checkbox"/> 01 Preschool <input type="checkbox"/> 03 Elementary <input type="checkbox"/> 05 High School <input type="checkbox"/> 07 College <input type="checkbox"/> 09 Other <input type="checkbox"/> 02 Kindergarten <input type="checkbox"/> 04 Middle Sch/Jr Hg <input type="checkbox"/> 06 Community/Junior College/Two-Year Associate Degree <input type="checkbox"/> 08 University							
EA EMPLOYMENT CODES: (✓) PLEASE CHECK ONE							
Classroom Teacher <input type="checkbox"/> 101 Adult Ed <input type="checkbox"/> 102 Art <input type="checkbox"/> 103 Business Ed <input type="checkbox"/> 104 Coach <input type="checkbox"/> 105 Communications <input type="checkbox"/> 106 Computer Science <input type="checkbox"/> 107 Driver Ed <input type="checkbox"/> 108 English/Language Arts <input type="checkbox"/> 109 World Language & Literature <input type="checkbox"/> 110 Health & Physical Education <input type="checkbox"/> 111 Family & Consumer Sciences <input type="checkbox"/> 112 Library Science <input type="checkbox"/> 113 Mathematics		Academic Areas <input type="checkbox"/> 114 Music <input type="checkbox"/> 115 Reading <input type="checkbox"/> 116 Science <input type="checkbox"/> 117 Social Studies <input type="checkbox"/> 118 Speech Therapist <input type="checkbox"/> 120 Technology Ed. <input type="checkbox"/> 121 General Subject <input type="checkbox"/> 122 No Subject <input type="checkbox"/> 123 Other <input type="checkbox"/> 124 Gifted <input type="checkbox"/> 125 Special Education <input type="checkbox"/> 126 Athletic Trainer <input type="checkbox"/> 127 English as Second Language <input type="checkbox"/> 128 Literacy Coach <input type="checkbox"/> 129 Alternative Ed.		Career/Technical Studies <input type="checkbox"/> 201 Agriculture <input type="checkbox"/> 202 Business <input type="checkbox"/> 203 Distributive <input type="checkbox"/> 205 Family & Consumer Sciences <input type="checkbox"/> 206 Technology Ed. <input type="checkbox"/> 207 Trade and Industrial <input type="checkbox"/> 208 Other/Votech <input type="checkbox"/> 209 Nursing Educator <input type="checkbox"/> 210 Physical Therapy Educator <input type="checkbox"/> 211 Occupational Therapy Educator			
		Higher Ed <input type="checkbox"/> 301 Agriculture <input type="checkbox"/> 302 Architecture <input type="checkbox"/> 303 Biology <input type="checkbox"/> 304 Business <input type="checkbox"/> 305 Communications <input type="checkbox"/> 306 Computer Science <input type="checkbox"/> 307 Education <input type="checkbox"/> 308 Engineering <input type="checkbox"/> 309 English <input type="checkbox"/> 310 Foreign Languages <input type="checkbox"/> 311 Geography <input type="checkbox"/> 313 Family & Consumer Sciences <input type="checkbox"/> 314 Law <input type="checkbox"/> 315 Library <input type="checkbox"/> 316 Mathematics		<input type="checkbox"/> 317 Military Science <input type="checkbox"/> 318 Philosophy <input type="checkbox"/> 319 Physical Science <input type="checkbox"/> 320 Psychology <input type="checkbox"/> 321 Religion <input type="checkbox"/> 322 Social Science <input type="checkbox"/> 323 No Subject <input type="checkbox"/> 324 Other <input type="checkbox"/> 325 Nursing Educator <input type="checkbox"/> 326 Physical Therapy Educator <input type="checkbox"/> 327 Occupational Therapy Educator <input type="checkbox"/> 330 SCUPA <input type="checkbox"/> 340 Graduate Assistant			
		Administration/Supervision <input type="checkbox"/> 401 Chief/Assistant Administrator <input type="checkbox"/> 402 Supervisor <input type="checkbox"/> 403 Other Administration <input type="checkbox"/> 404 Principal <input type="checkbox"/> 405 Assistant Principal		Pupil Services <input type="checkbox"/> 501 Counselor <input type="checkbox"/> 502 Dental Hygienist <input type="checkbox"/> 503 H & S Visitor <input type="checkbox"/> 504 Certified School Nurse <input type="checkbox"/> 505 School Psychologist <input type="checkbox"/> 508 RN/LPN/Health Room Aide <input type="checkbox"/> 509 School Social Workers <input type="checkbox"/> 506 Occupational Therapist <input type="checkbox"/> 507 Physical Therapist			
DATE OF BIRTH		POLITICAL AFFILIATION		ETHNIC CLASSIFICATION			
MO: DAY: YEAR:		<input type="checkbox"/> REPUBLICAN <input type="checkbox"/> INDEPENDENT <input type="checkbox"/> OTHER <input type="checkbox"/> DEMOCRAT <input type="checkbox"/> NONE		PSEA is committed to assuring the equitable representation of members of ethnic minority groups at all governance levels of the Association. To help achieve this goal, completion of this section is strongly encouraged. Failure to do so, however, will not affect your membership status, rights or benefits in NEA, PSEA, the local or any of their affiliates. Ethnic minority shall mean those persons designated as ethnic minority by the U.S. Bureau of Census. <i>This information will be kept confidential.</i>			
GENDER		AREA CODE		TELEPHONE NUMBER			
<input type="checkbox"/> FEMALE <input type="checkbox"/> MALE <input type="checkbox"/> NON-BINARY		HOME:		<input type="checkbox"/> 05 Caucasian <input type="checkbox"/> 03 Black <input type="checkbox"/> 07 Multiethnic <input type="checkbox"/> 01 American Indian/Alaska Native <input type="checkbox"/> 04 Hispanic <input type="checkbox"/> 08 Native Hawaiian or other Pacific Islander <input type="checkbox"/> 02 Asian <input type="checkbox"/> 06 Biracial			
CELL:							
HOME E-MAIL ADDRESS		HAVE YOU EVER BEEN A MEMBER OF PSEA/NEA? <input type="checkbox"/> Yes <input type="checkbox"/> No					
MEMBERSHIP TYPE AND RATES					DUES PAYMENT CALCULATION (SUMMARY)		
Pennsylvania is a unified state. The NEA PSEA and local associations may not be joined separately. Dues cannot be pro-rated. (✓) PLEASE CHECK ONE EA MEMBERSHIP (PROFESSIONAL)							
			TOTAL PSEA DUES	TOTAL NEA DUES	2020-2021 TOTAL DUES OBLIGATION		
<input type="checkbox"/> 10- Active – Annual – hired or joining PSEA/NEA for the first time in September or October and working greater than 75% up to and including 100% of the normal schedule of an active member OR for paid leave of absence receiving full salary			553.00	200.00	753.00		
<input type="checkbox"/> 11- Active – 3/4 Year – hired or joining PSEA/NEA for the first time in September or October and working greater than 50% up to and including 75% of the normal schedule of an active annual member OR hired or joining PSEA/NEA for the first time in November or December and working greater than 50% up to and including 100% of the normal schedule of an active annual member OR for paid leave of absence receiving 3/4 salary			414.75	200.00	614.75		
<input type="checkbox"/> 12- Active – 1/2 Year – hired or joining PSEA/NEA for the first time in January, February, or March OR working greater than 500 hours up to and including 50% of the normal schedule of an active annual member OR for paid leave of absence receiving 1/2 salary			276.50	111.50	388.00		
<input type="checkbox"/> 13- Active – 1/4 Year – hired or joining PSEA/NEA for the first time on April 1 or later OR working less than 500 hours during the school year			138.25	67.50	205.75		
					PSEA DUES (from left) \$ _____ NEA DUES (from left) \$ _____ LOCAL DUES: \$ _____ REGION ASSESSMENT \$ _____ PSEA-PACE CONTRIBUTION (from pledge below) \$ _____ NEA FUND CONTRIBUTION (from pledge below) \$ _____ TOTAL PAYMENT: \$ _____		
CONTINUOUS PSEA-PACE AND NEA FUND PLEDGE BY PAYROLL DEDUCTION							
PSEA has established a political action committee (PSEA-PACE) to support candidates in state and local elections. PSEA-PACE collects voluntary contributions from Association members and uses those contributions for political purposes including, but not limited to, making contributions to and expenditures on behalf of friends of public education who are candidates for state and local office. The National Education Association Fund for Children and Public Education (NEA FUND) collects voluntary contributions from Association members and uses those contributions for political purposes, including, but not limited to, making contributions to and expenditures on behalf of friends of public education who are candidates for federal office. Contributions to PSEA-PACE and The NEA Fund are voluntary and members have the right to refuse to contribute without reprisal. A member may contribute more or less than the suggested amount, or not contribute, without affecting his or her membership status, rights, or benefits in NEA, PSEA or any of PSEA's affiliates.			excess of \$200 in a calendar year. Federal law prohibits The NEA Fund from receiving contributions from persons other than members of the NEA and its affiliates and their immediate families. All contributions from persons other than members of the NEA and its affiliates, and their immediate families, will be returned forthwith. With full knowledge of this information, I agree that my authorization for political action pledges as indicated by the check marks (✓) below and my authorization for payroll deduction, if available, shall continue in force from year to year unless revoked or modified by me by giving written notice to my local association.				
Contributions to PSEA-PACE and The NEA Fund are not deductible as charitable contributions for federal or state income tax purposes. Only U.S. citizens or lawful permanent residents may contribute to PSEA-PACE or The NEA Fund. No dues dollars may be given to political candidates. Federal and state law requires PSEA to use its best efforts to collect the name, mailing address, occupation, and the name of the employer for each individual whose contributions to PSEA-PACE aggregate in excess of \$10 in a calendar year or whose contributions to The NEA Fund aggregate in			<table border="1" style="width:100%; border-collapse: collapse;"> <tr> <td style="width:50%; text-align: center;"> PSEA-PACE for State Elections (✓) PLEASE CHECK <input type="checkbox"/> \$52 CONTRIBUTION <input type="checkbox"/> \$ _____ OTHER CONTRIBUTION <small>(ENTER AMOUNT)</small> </td> <td style="width:50%; text-align: center;"> NEA Fund for Federal Elections (✓) PLEASE CHECK <input type="checkbox"/> \$15 CONTRIBUTION <input type="checkbox"/> \$ _____ OTHER CONTRIBUTION <small>(ENTER AMOUNT)</small> </td> </tr> </table>			PSEA-PACE for State Elections (✓) PLEASE CHECK <input type="checkbox"/> \$52 CONTRIBUTION <input type="checkbox"/> \$ _____ OTHER CONTRIBUTION <small>(ENTER AMOUNT)</small>	NEA Fund for Federal Elections (✓) PLEASE CHECK <input type="checkbox"/> \$15 CONTRIBUTION <input type="checkbox"/> \$ _____ OTHER CONTRIBUTION <small>(ENTER AMOUNT)</small>
PSEA-PACE for State Elections (✓) PLEASE CHECK <input type="checkbox"/> \$52 CONTRIBUTION <input type="checkbox"/> \$ _____ OTHER CONTRIBUTION <small>(ENTER AMOUNT)</small>	NEA Fund for Federal Elections (✓) PLEASE CHECK <input type="checkbox"/> \$15 CONTRIBUTION <input type="checkbox"/> \$ _____ OTHER CONTRIBUTION <small>(ENTER AMOUNT)</small>						
MEMBERSHIP COMMITMENT AND PAYMENT AUTHORIZATION							
Membership Commitment: Yes, I choose to become a member of _____ local association, PSEA, and NEA. I voluntarily accept unified membership in these associations and agree to abide by the Constitution and Bylaws of all three associations. I understand that my membership will be continuous unless I provide a written, signed notice to my local association or PSEA that I no longer want to be a member.							
Annual Payment Agreement: I hereby agree to pay the yearly dues established by my local association, PSEA, and NEA for my membership category in consideration for the services provided by the three associations. I understand the amounts may be subject to change each year by the governing bodies of the associations. I agree to payment of those yearly amounts on a continuing basis, through payroll deduction or other arrangement, regardless of my membership status. While I may resign my membership at any time, I agree to pay an amount equal to my full yearly dues, unless I resign my membership through written signed notice to my local association or to PSEA received no later than October 1 of each membership year.							
I UNDERSTAND THIS AGREEMENT IS VOLUNTARY AND IS NOT A CONDITION OF EMPLOYMENT AND THAT I HAVE THE LEGAL RIGHT TO REFUSE TO SIGN THIS AGREEMENT WITHOUT SUFFERING ANY REPRISAL.							
Dues payments, and any contributions to NEA Fund and PSEA-PACE are not deductible as charitable contributions for federal or state income tax purposes.							
SIGNATURE		DATE	HIRE DATE	LOCAL OFFICER VERIFICATION			



Membership Application

2589 Interstate Drive, Harrisburg, PA 17110

EXHIBIT D - TESTIMONY OF DAVID R. OSBORNE

Date Received: _____	New Member _____
Date Sent to employer: _____	Fee Payer _____
Processed by: _____	Recommit _____

NAME: _____ EMPLOYER: _____

DATE HIRED: _____ JOB TITLE: _____ DEPARTMENT: _____

PERSONAL E-MAIL: _____ CELL PHONE*: _____ HOME PHONE*: _____

HOME ADDRESS: _____ ZIP: _____

SOCIAL SECURITY NUMBER (Last Four Only): _____ DATE OF BIRTH: _____ Work Site: _____

YES! I want to join my fellow employees and become a member of SEIU Local 668.

I request and accept membership in SEIU Local 668 and I agree to abide by the SEIU Local 668 constitution and by-laws. I authorize SEIU Local 668 to act as my exclusive representative in collective bargaining over wages, benefits and other terms and conditions of employment with my employer. I understand that membership and dues deduction require separate authorizations. I also understand that dues deduction is a requirement for membership in SEIU Local 668 and that my financial obligations to SEIU Local 668 are governed by the provisions below.

 SIGN HERE

Date: _____

This voluntary authorization and assignment of dues deduction shall be irrevocable, regardless of whether I am or remain a member of the Union, for a period of one year from the date of execution and for year to year thereafter as long as my employment continues, unless I give the Employer and the Union written notice of revocation not less than ten (10) days and not more than thirty (30) days before the end of any yearly period; provided however, if the applicable collective bargaining agreement specifies a longer period before the revocation window, then only that longer period shall apply. The applicable collective bargaining agreement will be made readily available. I acknowledge that my dues deduction authorization is a contractual agreement between myself, as a bargaining unit employee, and SEIU Local 668, separate from any statutory provisions of Act 195 and is not a condition of employment.

 SIGN HERE

Date: _____

Direct Deposit Authorization, Public Sector: I acknowledge that failure to pay my dues on a timely basis may affect my membership standing in the union, as set forth in the SEIU Constitution and Bylaws. In the event my employer ceases payroll deductions, I authorize SEIU Local 668 to bill my designated account at my financial institution, in accordance with the authorization provided below. SEIU Local 668 will notify me of the transition to direct pay at the current mailing address on file with SEIU Local 668 prior to initiating the first payment via checking or savings account as authorized below.

I hereby authorize SEIU Local 668 to initiate a recurring, automatic electronic funds transfer with my financial institution beginning on the date listed in the transition notice provided to me in order to deduct from the account the regular monthly dues and initiation fees uniformly applicable to members of SEIU Local 668.

To facilitate payment of the dues or other contributions from my bank account, I authorize my employer to provide to SEIU's Local 668 designated secure payment processor the information for the bank account (bank account number and routing number) on file with my employer ("Account") that I have designated to receive the proceeds of my paycheck via direct deposit. If my employer makes direct deposit of my paycheck to a checking account and a savings account, I hereby authorize my employer to provide the designated secure payment processor the information for the checking account and for my dues and/or other contributions to be deducted from this account. Contributions to SEIU Local 668 are not tax deductible as charitable contributions. However, they may be tax deductible as ordinary and necessary business expenses.

In the case of checking and savings accounts, adjusting entries to correct errors is also authorized. I agree that these withdrawals and adjustments may be made electronically and under the Rules of the National Automated Clearing House Association. This direct deposit authorization shall remain in full effect until I revoke my dues authorization in accordance with applicable provisions set forth above.

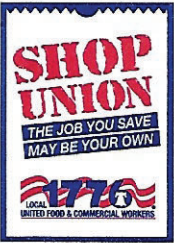
 SIGN HERE

Date: _____

*By providing my phone number, I understand that SEIU and its locals and affiliates may use automated calling technologies and/or text message me on my cellular phone on a periodic basis. SEIU will never charge for text message alerts. Carrier message and data rates may apply to such alerts. Text STOP to 787753 to stop receiving messages. Text HELP to 787753 for more information.

Collected by: _____

SEIU Local One / Rev APRIL 2018 / PLRB UNITS



FOUNDED IN 1937

JOHN KABLER

WENDELL W. YOUNG, IV
President

MICHELE L. KESSLER
Secretary-Treasurer

BARBARA JOHNSON
Recorder

Dear John,

We are taking this opportunity to welcome you to the United Food and Commercial Workers, Local 1776. You are working for an Employer/Company that has a Collective Bargaining Agreement (Union Contract) with Local 1776. It is a condition of employment with this company that you become a member in good standing with Local 1776. Previously we sent you a copy of the present contract that was negotiated, voted upon and approved by your fellow co-workers that are members of Local 1776. Your union contract sets forth conditions of employment, hours of work, wages, fringe benefits, health and welfare and pension benefits where applicable and when eligible, as well as the grievance procedure. PLEASE READ IT CAREFULLY. Also, please find attached your membership card.

According to our records you were hired on 04/10/2017, therefore, you will be affiliated into our union on 05/2017. The dues rate for your present classification is your hourly wage rate weekly, plus an additional \$6.67 if you are full time; if you are part time an additional \$3.32 will be added to your weekly hourly wage rate. Dues are payable one month in advance, therefore your employer has been instructed to make these deductions through payroll effective in the month in which you were hired which will be applied to the month you are affiliated. The initiation fee for your present classification is \$200.00. This fee will be deducted through payroll over several pay periods.

In order to protect your rights as defined in the Collective Bargaining Agreement, it is your responsibility to remain in good standing with Local 1776. If you fail to maintain this obligation, your Employer is required to remove your name from the work schedule and you will not be permitted to work.

If you have any questions, problems or grievances, contact the union shop steward at your work location or your business representative PEG RHODES, at the SOUTH CENTRAL DIV office. Questions regarding dues can be answered by our Membership Services Department. Again, welcome to United Food and Commercial Workers, Local 1776.

Fraternally yours,

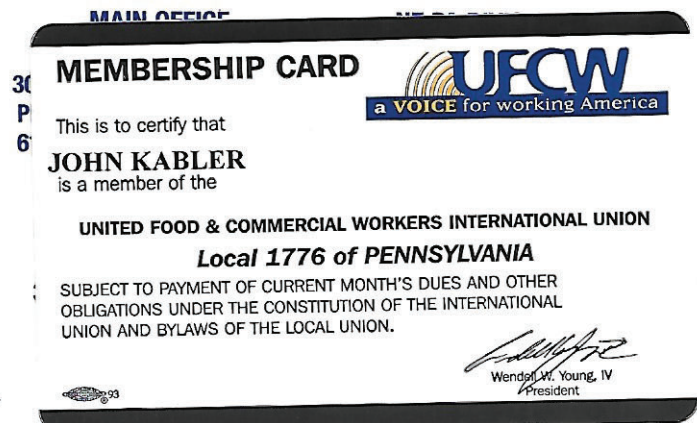
Wendell W. Young, IV
President

Michele L. Kessler
Secretary-Treasurer

Login to WWW.UFCW1776.ORG for up to date Union information.

Username: [REDACTED]

Password: [REDACTED]



Overview of Pennsylvania State Education Association (PSEA) dues (2019-2020):



\$64.7M

in dues were collected
from school employees



+\$1M

increase in total revenue
from the previous year (2018)
despite having 739 fewer members

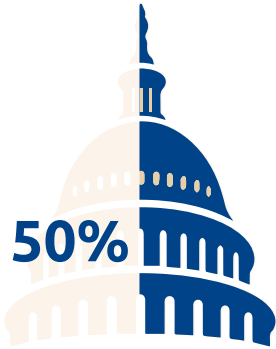


27%

increase in teachers'
dues since 2011

What about the National Education Association (NEA)? (PSEA's more political parent organization)

Teachers and other PSEA members fund a web of progressive organizations and causes through their membership dues. In addition, every PSEA member must pay NEA dues of \$200/year for full time teachers, despite NEA's overtly political expenditures.



- 50% of NEA's member dues went towards political or related activities.
- Both PSEA and NEA use their own PACs to collect and spend political money.

2018 *Janus v. AFSCME* Supreme Court Decision

was a **big win for nonmembers** and relieved them from the obligation to pay any fees to the union as a condition of public employment. **However, for teachers who remain PSEA members, Janus changed NOTHING about how union dues are spent,** meaning they can still be used for political purposes.

PSEA's Spending Breakdown

Data provided by U.S. Department of Labor ("LM-2" Financial Report, Nov. 2020)

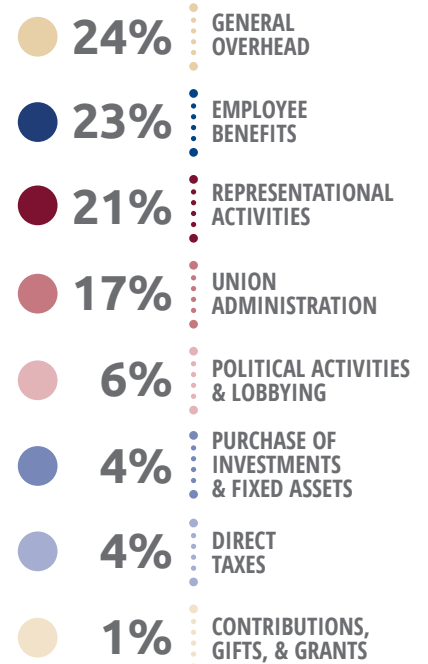
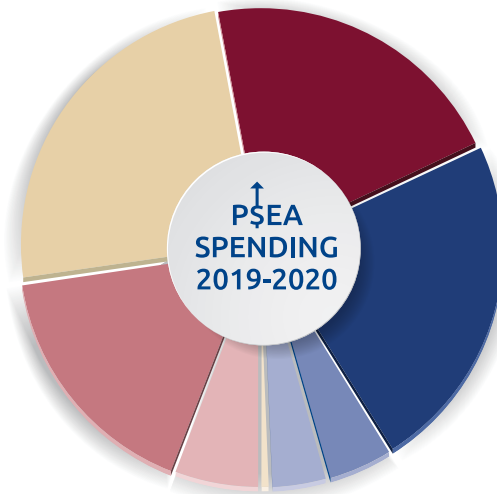
\$3.9M

of member dues were spent on
"political activities and lobbying."

ONLY 21%

of spending went towards
"representational activities," such as
collective bargaining negotiations,
handling grievances, and arbitration
proceedings.

Note: According to federal law, member dues can be used for a variety of political activities, such as get-out-the-vote drives, election mailers, lobbying of legislators, and public marketing campaigns.



Since 2010, PSEA spent
\$37M of member
dues on "political
activities & lobbying."



Nearly 69% of PSEA's overall spending went towards running the union, including: salaries, union employee health and retirement benefits, general overhead, multiple union leadership conferences, and purchase of investments and fixed assets (ie. land, buildings, and cars).

The Receipts Add Up

Data provided by U.S. Department of Labor ("LM-2" Financial Report, Nov. 2020)

PSEA'S EXPENDITURES

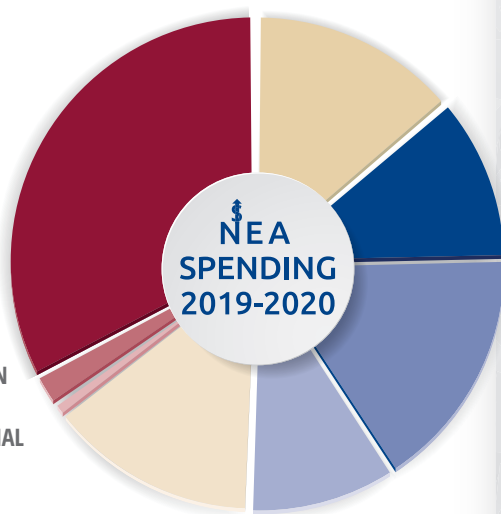
\$1.8M	Political mailings and advocacy materials
\$1.5M	Union officer and employee compensation for their political and lobbying activities
\$800K	Internal PSEA account "Fund for Student Success," a 527 independent expenditure committee, which is a political organization able to raise unlimited funds to influence "an issue, policy, appointment or election, be it federal, state or local," according to Opensecrets.org
\$65K	Pennsylvania Spotlight, a progressive news organization
\$50K	PR consulting firm Shelly Lyons, billed as a contribution to the progressive CLEAR Coalition
\$31K	Keystone Research Center, a progressive policy institute in Pennsylvania
\$29K	For Our Future Action, a PAC that hires organizers to mobilize voters on behalf of progressive candidates and issues
\$25K	PA Alliance Action, a committee that funds Democratic candidates in Pennsylvania

NEA'S EXPENDITURES

\$17M	Strategic Victory Fund, a super PAC that funnels money from donors to Democratic candidates and causes
\$9.5M	NEA Advocacy Fund, a super PAC started and run by the NEA
\$3.5M	The Good Land Committee, the fundraising arm of the Democratic National Convention
\$1.5M	State Engagement Fund, a progressive advocacy organization
\$800K	PA Alliance Action, a Pennsylvania-based super PAC that raises money for Democratic candidates and causes
\$400K	For Our Future Action Fund, an organization that advocates for progressive causes and candidates
\$400K	Priorities USA, the largest Democratic Party super PAC
\$375K	State Innovation Exchange, an organization that creates and advocates for progressive state-level legislation
\$330K	American Bridge To The 21st Century Foundation, a rapid response organization for democrats
\$300K	Committee on States, a group that coordinates donations to state-based progressive groups
\$280K	Democracy Alliance, an invitation-only network of progressive donors who agree to support a set of endorsed organizations
\$272K	America Votes, a coordination hub of the progressive community that mobilizes to change election law
\$250K	Main Street Advocacy, a group that supports moderate and centrist Republican congressional candidates against challengers from the left and right
\$225K	Fair Fight Action, a Georgia-based organization, founded by Stacey Abrams, that advocates for election law changes in the state
\$190K	Progressive Caucus Action Fund, the advocacy arm of the Congressional Progressive Caucus
\$135K	Project Keystone, a coalition of progressive groups organized to change Pennsylvania's election laws
\$125K	Progressive State Leaders Committee, a progressive advocacy group
\$100K	Emerging American Minorities, a group that supports state-based Democratic organizations and advocacy groups
\$50K	Center For American Progress Action Fund, a national progressive advocacy organization founded by John Podesta
\$25K	Verified Voting Foundation, a Philadelphia-based organization that promotes the use of technology in elections
\$20K	Sixteen Thirty Fund, a super PAC that fought against Supreme Court Justice Brett Kavanaugh's nomination

NEA's Spending Breakdown

33%	CONTRIBUTIONS, GIFTS, & GRANTS
16%	GENERAL OVERHEAD
14%	POLITICAL ACTIVITIES & LOBBYING
14%	EMPLOYEE BENEFITS
11%	UNION ADMINISTRATION
10%	REPRESENTATIONAL ACTIVITIES
2%	DIRECT TAXES
1%	PURCHASE OF INVESTMENTS & FIXED ASSETS



\$50M+

in contributions from NEA to political organizations



\$20M+

increase from the year before (2019-2020)

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WHERE DO YOUR UNION DUES GO?

A LOOK AT SEIU SPENDING IN 2020

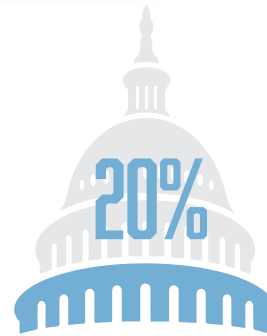
EXHIBIT G - TESTIMONY OF DAVID R. OSBORNE



AMERICANS FOR
FAIR TREATMENT

In 2020, the Service Employees International Union (SEIU) spent more money organizing new members – **\$87 million or 28%** – than on any other category of spending.

Only 12% of total spending went toward representational activities for existing members, like negotiating contracts or handling grievance claims.

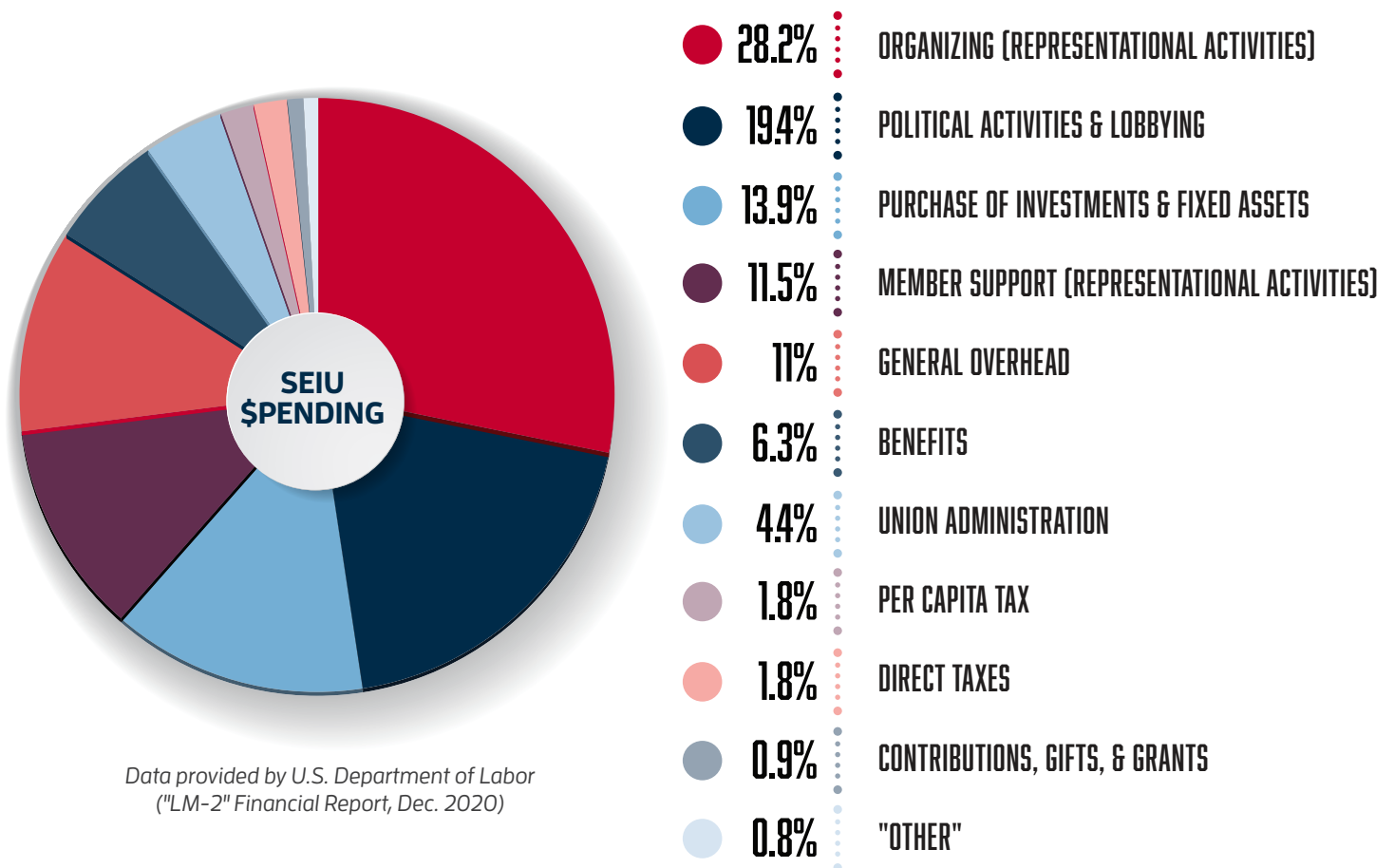


The union also spent a significant amount of money on partisan politics:

\$1 out of every \$5 of member dues collected went toward progressive candidates and causes.

THE BIG PICTURE

In 2020, SEIU collected \$255 million in dues from 1,855,380 members, and spent \$310 million.



Data provided by U.S. Department of Labor
("LM-2" Financial Report, Dec. 2020)

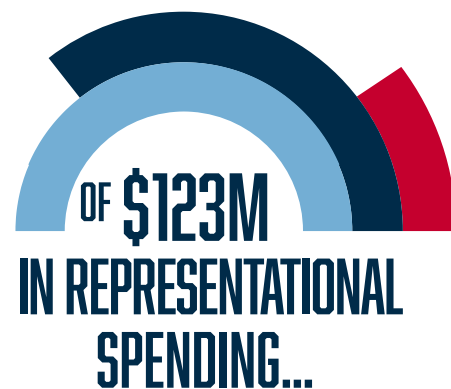
NATIONAL UNION SPENDING OF LOCAL CHAPTER DUES

Every local union chapter affiliated with SEIU owes a per capita tax to the international organization, which was \$7.65 per member in 2020. SEIU also charges each local chapter an additional \$5 per member for a "Unity Fund," which the SEIU constitution claims is to "pool resources" for "new strength" to bargain for members. However, there is no indication in the U.S. Department of Labor's "LM-2" financial report that the revenue from the standard per capita tax is kept separate from the "Unity Fund" per capita tax.

SEIU also claims it spends about 40% of disbursements on “Representational Activities,” the spending category most directly related to labor representation, with line items like collective bargaining negotiations, handling grievances, and arbitration proceedings.

About 31% of the SEIU’s overall 2020 spending went toward running the union, which includes: **salaries**, general overhead, and union **employee health** and **retirement benefits**, such as payments toward the union’s pension liabilities. The general overhead expenses include **building security**, multiple union **leadership conferences**, and the purchase of investments and fixed assets, such as **land, buildings, and cars**.

Besides representational activities and support for organizing, SEIU also spends a significant amount of money on politics.



71%
went to organizing
new workers into
unions

ONLY 29%
went to support existing,
dues-paying members,
making up just ~12%
of total SEIU spending.

SEIU DUES PAY FOR POLITICS

The 2018 *Janus v. AFSCME* U.S. Supreme Court decision relieves nonmembers from the obligation to pay any fees to public-sector unions as a condition of employment. However, *Janus* changes **nothing** about how public-sector union dues are spent, meaning they can still be used for political purposes.

In 2020, SEIU spent more than \$60 million in dues on “political activities and lobbying,” which is 20% of its total annual expenditures. According to federal law, member dues can be used for a variety of political activities, such as get-out-the-vote drives, election mailers, lobbying of legislators, and public marketing campaigns. This spending must be itemized and reported annually on the “LM-2” financial report.

***** 2020 POLITICAL EXPENSES *****

\$17.5M	Political Education & Action (PEA) Fund International & SEIU PEA State Fund, which fund the Democratic National Committee & progressive Super PACs, candidates, & causes
\$5.4M	United We Can, a Super PAC that supports Democratic candidates & causes, including Planned Parenthood
\$2M	Precision Strategies LLC, a public affairs agency that primarily works on Democratic candidate campaigns
\$1.2M	M+R Strategic Services, a Washington, D.C.-based government relations & consulting company that primarily caters to left-of-center clients
\$1M	The Good Land Committee, Inc., the fundraising arm of the Democratic National Convention
\$900K	No on Prop 22, a campaign opposing a CA bill classifying app-based drivers as “independent contractors” rather than employees
\$735K	Trilogy Interactive LLC, a digital consulting firm that primarily caters to liberal campaigns
\$600K	State Victory Action, which funds progressive PACs
\$525K	Yes on IS, a CA ballot measure that would have increased commercial property taxes

EXHIBIT H - TESTIMONY OF DAVID R. OSBORNE

WHERE DO YOUR UNION DUES GO?

A LOOK AT AFT SPENDING IN THE 2019-2020 SCHOOL YEAR



AMERICANS FOR
FAIR TREATMENT

The American Federation of Teachers (AFT) collected \$186 million in member dues in 2019-2020. That's 4% more than AFT brought in the year before, thanks to a 2% increase in dues. Members of AFT-affiliated unions who worked full-time paid \$234.96 in dues during the 2019-2020 school year.

AFT member dues fund a number of political causes and progressive policy organizations, including large donations to help Democrats win majorities in the U.S. House and Senate and efforts to sway state and local elections.

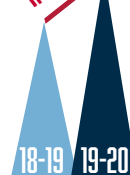
Based on the union's own financial reporting, AFT spent only 30% of total disbursements on representational activities, the category of spending most directly related to labor representation, such as collective bargaining negotiations, handling grievances, and arbitration proceedings.

Another 13% of members' dues was spent on politics, according to the same financial reporting documents. The union spent additional money on political advocacy but listed it in the "Contributions, Gifts, and Grants" category.

Meanwhile, AFT President Randi Weingarten received \$453,000 in salary and disbursements in 2019-2020, on top of an unspecified amount for retirement and health care benefits. AFT Secretary-Treasurer Lorretta Johnson received a salary and other disbursements of \$324,000.

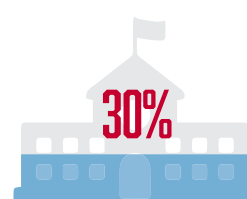
Other 2019-2020 expenditures included \$3.6 million on hotels and \$2.5 million on transportation.

4%
INCREASE

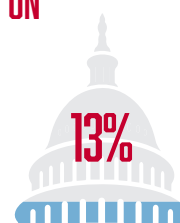


Member Dues

DUES SPENT ON



Representational
Activities



Politics



Hotels



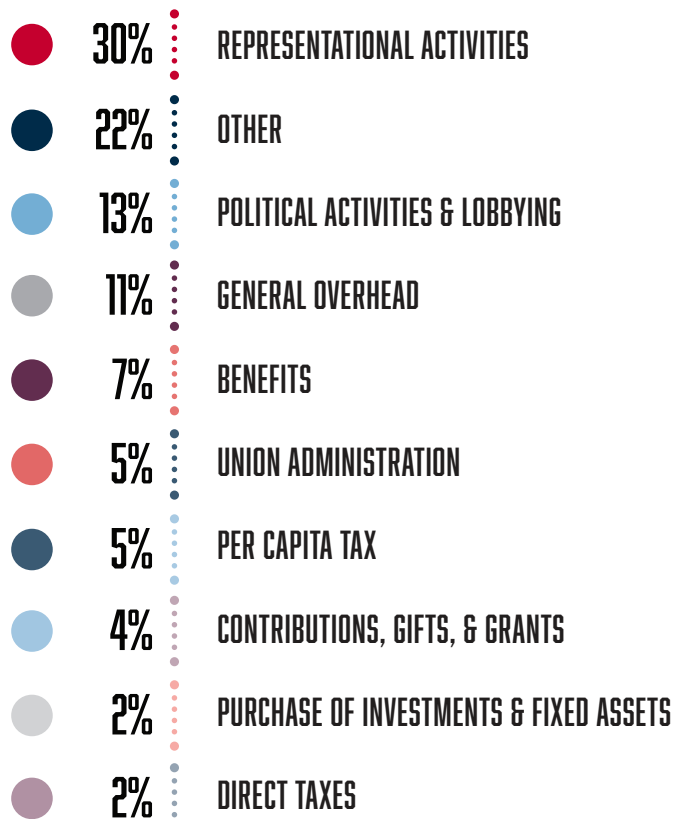
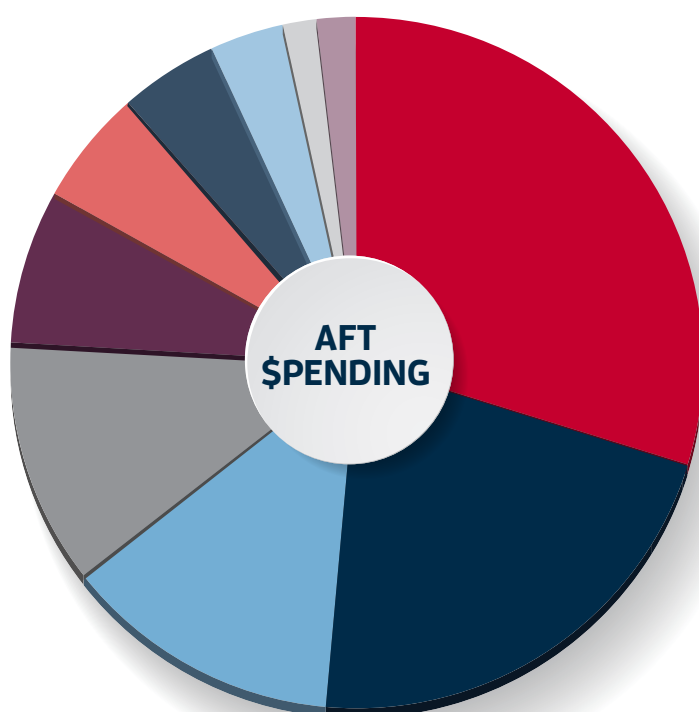
Transportation



Only Two
Salaries

THE BIG PICTURE

AFT dues money pays for politics.



In its yearly financial statement, **AFT reported spending 13% of member dues, a whopping \$45.9 million, on political, legislative, and advocacy work in 2019-2020.** Additionally, the U.S. Department of Labor's "LM-2" financial report shows **\$31.3 million in spending on political activities and lobbying**, with additional political spending falling under the "Contributions, Gifts, and Grants" category.

The Janus v. AFSCME Supreme Court decision relieves nonmembers from the obligation to pay any fees to the union as a condition of public employment. However, for employees who remain AFT members, Janus changes NOTHING about how union dues are spent, meaning they can still be used for political purposes.

According to federal law, member dues can be used for a variety of political activities, such as get-out-the-vote drives, election mailers, lobbying, and public marketing campaigns. This spending must be itemized and reported annually on the "LM-2" financial report.

So, how were AFT dues spent on politics? Here are just some of their recent political donations:



RECENT POLITICAL DONATIONS

\$5.3M

Committee on Political Education (COPE) grants, including \$4.3 million to the NYSUT Advocacy Fund, AFT's political arm used to contribute to ballot issues.

\$34M

Senate Majority PAC, which backs Democratic U.S. Senate candidates.

\$3.25M

House Majority PAC, which helps Democrats keep a majority of U.S. House seats.

\$3.1M

NYSUT Holding Account, which funds the AFT COPE fund.

\$1M

For Our Future PAC, which funds voter outreach on behalf of Democratic candidates, including the Biden/Harris campaign, in swing states.

\$1M

Priorities USA, founded to support former-Pres. Barack Obama and Hilary Clinton.

\$325K

Opportunity to Learn Action Fund, an anti-education reform organization.

\$250K

Emily's List/Women Vote!, affiliated PACs dedicated to electing pro-choice women.

\$241K

PEF (New York) State Affiliate Solidarity Fund, that engages in state-specific political battles.

\$223K

AFT Connecticut Solidarity Fund.

\$200K

State Innovation Exchange (SIX), which brings together progressive state lawmakers and liberal interest groups.

\$200K

Democratic Legislative Campaign Committee, helping Democrats win at the state level.

\$189K

AFT Pennsylvania Solidarity Fund.

\$187K

America Votes, a "coordination hub" for progressive candidates and causes at the state and national level.

\$150K

Progressive Caucus Action Fund, which advocates for issues like DC statehood and an end to the filibuster.

\$150K

Capital & Main LA, a progressive news publication.

\$117K

New York State Democratic Campaign Assembly Committee.

\$116K

National Action Network, a civil rights organization founded by Al Sharpton.

\$100K

Fair Fight, a PAC started by Stacey Abrams focused on changing voting laws.

\$100K

American Bridge to the 21st Century, an opposition research hub for the Democratic Party.

\$100K

National Democratic Redistricting Committee, an organization that focuses on redistricting reform.

\$100K

UNITE HERE, a private-sector labor union.

\$100K

When We All Vote, a nonprofit created by Michelle Obama to encourage progressive voter participation.

\$75K

Commonwealth Victory Fund, the primary fundraising arm of the Virginia General Assembly's Democratic Caucus.

\$72K

Public Employee Federation (New York) Political Action Fund.

\$50K

Alliance for a Just Society, a progressive organization that advocates for government-run healthcare.

\$50K

Just Strategy, a progressive issue campaign organization.

\$50K

Fair Elections Center, a progressive organization focused on voter outreach in swing states.

\$50K

Blue Green Alliance, an organization that unites labor and environmental groups.

\$50K

MoveOn Civic Action, an organization that grows the progressive grassroots movement.

\$50K

Independent Media Institute, a progressive news organization.

\$50K

American Prospect, a progressive news magazine focused on public policy.

\$35K

Sixteen Thirty Fund, a super PAC that helped fund the fight against Supreme Court Justice Brett Kavanaugh's nomination.

\$30K

Resist Inc., a fundraising funnel for radical left-wing organizations.

\$25K

Institute for Democracy and Higher Education at Tufts University, that advocates for college student political engagement.

\$18K

Nesbitt & Parrinello Inc, an opposition research firm for progressive candidates.

\$12K

Mannion for State Senate, in support of a former AFT local union president who ran for the New York State Senate.

\$10K

Run for Something PAC, supporting young progressive candidates.

\$10K

Democratic Municipal Officials

\$5K

Progressive Change Campaign Committee, a PAC that supported Sen. Elizabeth Warren's presidential campaign.



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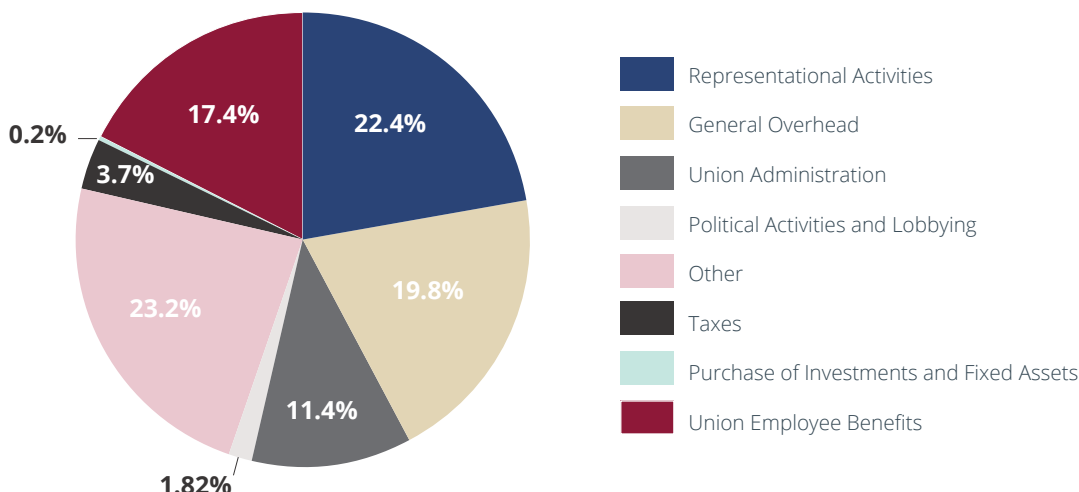


\$45.9M

spent on political, legislative, and advocacy work in 2019-2020

AFSCME Council 13 Spending in Pennsylvania, 2019

American Federation of State, County and Municipal Employees 13 Spending, 2018-19



1. The big picture

The American Federation of State, County and Municipal Employees (AFSCME) represents state and local government employees, with District Council 13 representing over 50,000 Pennsylvania workers.

Based upon AFSCME 13's financial reporting,¹ **22%** of the union's spending went to the "representational activities" most directly related to labor representation, such as collective bargaining negotiations, handling grievances and arbitration proceedings. About **49%** of AFSCME 13's overall spending simply went to running the union: salaries; union employee health and retirement benefits; general overhead (including expenses such as security guards); multiple union leadership conferences; and purchase of investments and fixed assets (the last includes land, buildings and cars).

2. Dues money pays for politics

Government workers should know the *Janus v. AFSCME* U.S. Supreme Court decision in 2018 simply means that **non-union workers** no longer have to pay fair share fees to the workplace union as a condition of employment. **However, for employees who remain AFSCME 13 members, *Janus* changes nothing about how union dues are spent: they can still be used for political purposes.**

In 2018-19, AFSCME 13 spent nearly **\$580,000** on "political activities and lobbying." This includes a variety of "soft" political activities, such as get-out-the-vote drives, election mailers, lobbying of legislators and public marketing campaigns. These must be itemized and reported annually to the U.S. Department of Labor on an "LM-2" financial report. (We've provided the latest one, released in September 2019, below).

So how were some of your dues spent on politics?

- \$385,863 on union officer and employee compensation for their political and lobbying activities;
- \$50,000 to the Keystone Research Center, which promotes progressive public policies in coordination with the Economic Policy Institute;

- Over \$63,000 in political mailings and advocacy materials to members, including items such as social media marketing on Facebook and robocalls;
- \$25,000 to public relations consulting firm Shelly Lyons to lobby the legislature; and
- \$25,000 to Wolf Inaugural 2019, the privately funded organization responsible for bankrolling Gov. Tom Wolf's inauguration celebration. (The money was simply classified as a non-political "contribution.")

All told, AFSCME 13 since 2010 has spent almost **\$8.7 million on "political activities and lobbying."** Most government employers collect this political money directly from workers' paychecks via payroll, at taxpayer expense.

3. Who is getting your dues money?

The dues paid to the national parent union AFSCME – \$2.8 million collected and transmitted by AFSCME 13, and which every member must pay – supported a variety of political and ideological advocacy groups and causes around the country. Contributions to political organizations totaled at least **\$14 million in 2019**, according to AFSCME's financial report, but millions more were also logged as "contributions, gifts and grants" to those groups.

Here are just a few big-ticket examples of the progressive and partisan causes your AFSCME dues funded in 2019.²

- Ballot initiatives to impact public policy and politics, including \$190,000 to the [Ballot Initiative Strategy Center](#) and \$10,000 to Coloradans for Prosperity, which bankrolled Proposition CC to lift state spending limits.
- Notable political and ideological organizations and political action committees (PAC) receiving union dues included:
 - ◇ Over \$2.5 million to [For Our Future](#)
 - ◇ \$145,000 to [Democracy Alliance](#) and \$500,000 to affiliated [State Engagement Fund](#)
 - ◇ \$370,833 to [America Votes](#)
 - ◇ \$300,000 to [ProgressNow](#)
 - ◇ \$250,000 to [Priorities USA Action](#)
 - ◇ \$250,000 to [American Bridge 21st Century](#)
 - ◇ \$150,000 to the [Center for American Progress](#)
 - ◇ \$100,000 to the [Progressive Caucus Action Fund](#)
 - ◇ \$100,000 to [Emily's List](#)
 - ◇ \$100,000 to the [National Democratic Redistricting Committee](#)
 - ◇ \$40,000 to the [Sixteen Thirty Fund](#)
- Nearly \$1.3 million in donations to political candidates directly, or supporting PACs, and an additional \$500,000 to [Milwaukee 2020](#) to organize the Democratic National Convention. Additional donations were overwhelmingly pro-Democrat:
 - ◇ Only about \$37,000 was given to Republican committees and parties.
 - ◇ Over \$1.2 million was given to Democratic committees and parties, with an additional \$500,000 each going to the [Senate Majority PAC](#) and [House Majority PAC](#).

4. Your dues rise every year

According to the most recent form LM-2, covering July 1, 2018 - June 30, 2019, AFSCME 13 collected \$26.7 million in dues from government workers. During this time, they gained membership and increased dues revenue by \$1.7 million. This is largely because of an increase in government union employment and annual increases in salary, of which 1.5% is taken for dues. This offsets the loss of fee payers, which was reported in the previous LM-2 filing, covering July 1, 2017 – June 30, 2018 (after the *Janus* decision).

[1] Form LM-2 Labor Organization Annual Report, American Federation of State, County and Municipal Employees Council 13, U.S. Department of Labor File Number 071-060, Year 2018-2019.

[2] Form LM-2 Labor Organization Annual Report, American Federation of State, County and Municipal Employees, U.S. Department of Labor File Number 000-289, Year 2019.