

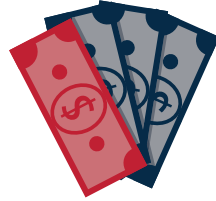
WHERE DO YOUR UNION DUES GO?

A LOOK AT FLORIDA EDUCATION ASSOCIATION (FEA) IN 2022-2023



AMERICANS FOR FAIR TREATMENT

Florida Education Association (FEA) represents over 130,000 teachers throughout the state of Florida. FEA is one of five teachers' unions that is uniquely affiliated with both the National Education Association (NEA) and American Federation of Teachers (AFT). The union represents public and private sector employees, meaning it is required to file a LM-2 financial disclosure form with the United States Department of Labor. So, what does this filing reveal about the union?



Only \$1 out of every \$4 in dues was spent representing union members

Most of the remaining 25 percent of expenditures went to political and lobbying expenditures and charitable giving. FEA spent about \$5.6 million on charitable giving over the most recent reporting cycle, with most of it going to FEA locals. FEA also reported spending \$2.7 million of its members' dues on politics and lobbying, down from \$3.4 million during the last reporting period.

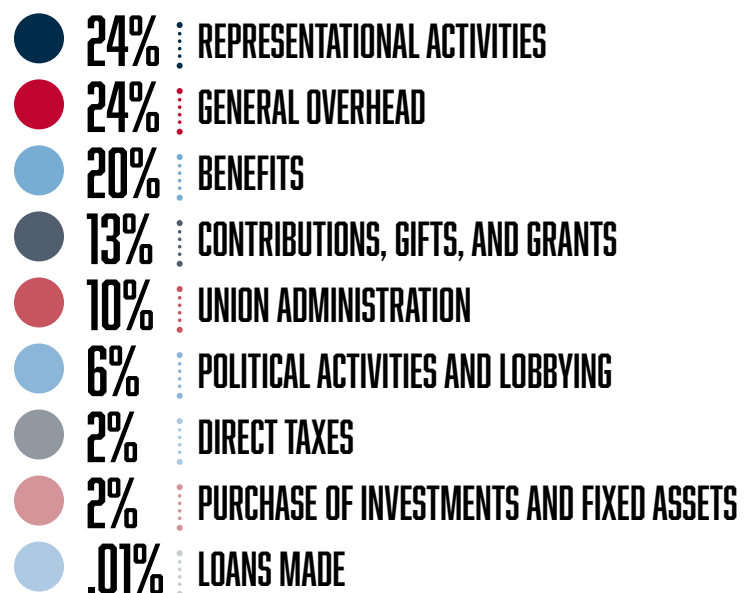
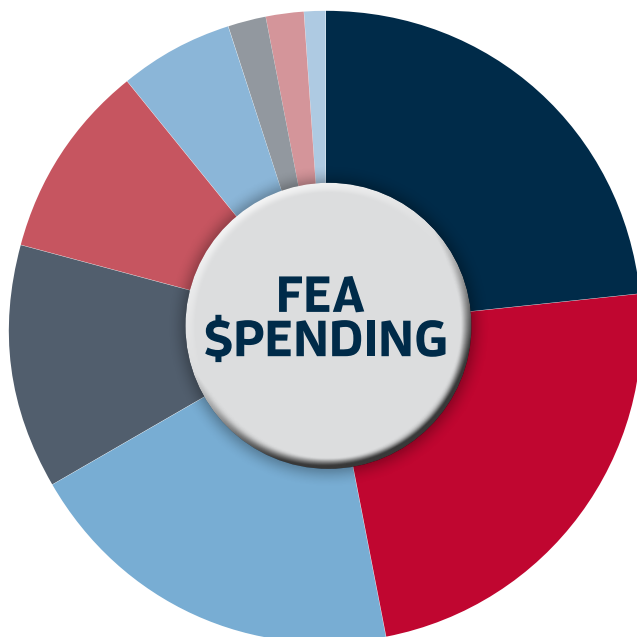
FEA's latest LM-2, which covers September 1, 2022 to August 31, 2023, reveals that FEA is not spending much to represent its membership. **"Representational activities," the spending category most closely related to labor representation, only accounted for 24.3 percent of all expenditures.** What did FEA spend on instead?

In all, FEA spent \$44.1 million over the latest reporting period, excluding transfers to affiliates (like local unions). The union brought in \$43.8 million, again excluding transfers to affiliates. Almost 80 percent, or \$34.8 million, of this revenue came from membership dues. **FEA has seen a decline in membership, down to 136,450 from 139,476 in 2021.**

Over half of FEA's expenditures go to operating the union. During the latest reporting period, FEA spent 53 percent, or \$23.3 million, on union administration, salaries, and benefits for FEA employees and general overhead expenses. These categories also account for over 80 percent of the union's financial liabilities. Union executive salaries are included in operating expenses. Over the latest reporting period, FEA President Andrew Spar earned \$314,145, nearly six times the amount of the average Florida public school teacher.

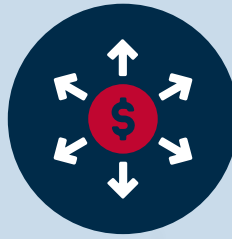
While FEA's membership has declined, the union has not opted for a broad-based membership dues increase. Instead, FEA increased the maximum dues amount from \$230.14 in 2021 to \$503.14 in 2023. This seems to have reaped significant financial rewards for FEA, with the union's net assets increasing from \$13.5 million in 2021 to \$35.7 million in 2023. As such, FEA has increased its cash holdings from \$52.1 million in 2021 to \$67.7 million in 2023.

FEA SPENDING 2023



FEA POLITICAL SPENDING

According to federal law, member dues can be used for a variety of political activities, such as issue advocacy, get-out-the-vote drives, election mailers, lobbying, and public marketing campaigns. The *Janus v. AFSCME* Supreme Court decision relieves nonmembers from the obligation



to pay any dues or fees to the union as a condition of public employment. However, for teachers who remain FEA members, *Janus* changes nothing about how union dues are spent: **they are still routinely used for political purposes.** During the latest reporting period, FEA gave:

- \$1.3M** to various political consultants for their assistance with union political activities and lobbying efforts.
- \$806K** to FEA officers and employees as compensation for their political and lobbying activities.
- \$221K** to various research, polling, and public relations vendors for services to inform FEA's political strategy.
- \$101K** to Converge Government Affairs, a multi-state contract lobbying group with an office in Tallahassee.

- \$100K** to the FEA Advocacy Fund, the FEA's Political Action Committee that donates directly to candidates for public office.
- \$50K** to the Florida AFL-CIO in support of the statewide labor federation's political activities.

\$2.7M
spent on political activities and lobbying in 2023



FEA President earned
6X
the average Florida public school teacher

As previously mentioned, the FEA is associated with NEA and AFT, meaning members also pay dues to those two unions. For more information on how FEA's affiliates spend dues, see the links below

[NEA: Where do your union dues go?](#)

[AFT: Where do your union dues go?](#)

JOIN US TO DEFEND THE LABOR RIGHTS OF AMERICA'S PUBLIC-SECTOR WORKERS

833-969-FAIR (3247)

AmericansForFairTreatment.org

AFT | AMERICANS FOR FAIR TREATMENT