

HOW YOUR DUES DOLLAR WORKS FOR YOU

REPRESENTATION & NEGOTIATIONS

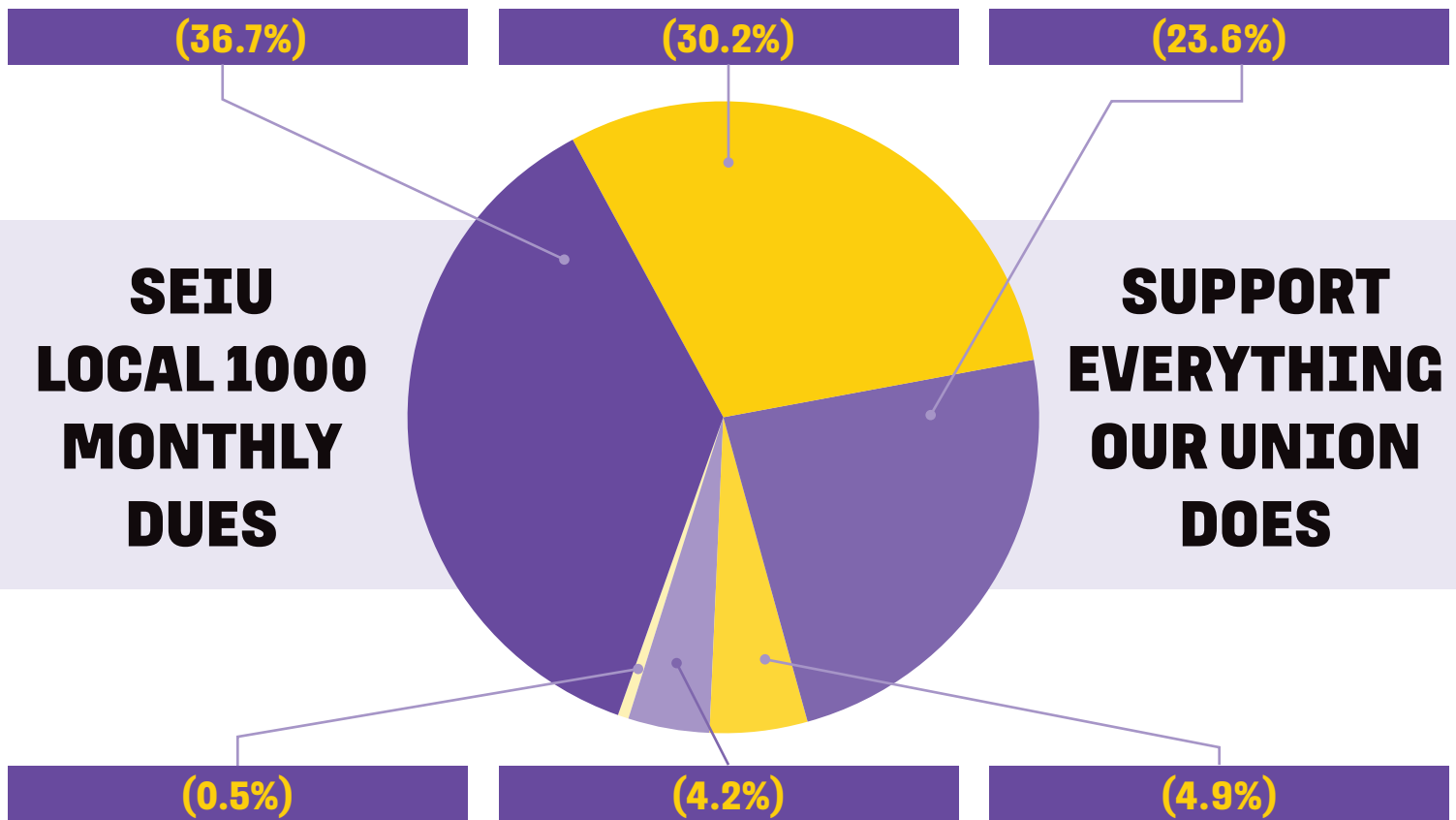
Pays for representation, contract enforcement, and bargaining with the State, including discipline cases, hearings, grievances, arbitration, and litigation. Also supports contract ratification, member education, negotiator training, bargaining research and communications.

POWER BUILDING WITH SEIU & OTHER COALITIONS

Funds coalition work and partnerships that build power to advance policies supporting working families. Our SEIU affiliation connects us to 2+ million members nationwide and provides research, campaign, and policy support.

OPERATIONS

Covers the day-to-day costs of running the union and keeping members informed. This includes accounting, IT, utilities, leases, HR, publications, bargaining-unit materials, media relations, and website maintenance.



COMMUNITY SERVICE & MISCELLANEOUS ACTIVITY

Supports charitable giving and community partnerships across California. Also helps build broader community power and support for working families.

LEGISLATIVE ADVOCACY & POLITICAL CAMPAIGNS

Supports representation where our contract is implemented and protected, including the state budget, legislation, and administrative bodies that shape wages, hours, and working conditions. Also supports member education on how laws, ballot measures, and boards like CalPERS impact state workers.

MEMBER GOVERNANCE

Supports the union's democratic, member-led structure, with elected leaders at all levels—from stewards and DLC leaders to bargaining councils, the Board, and statewide officers.

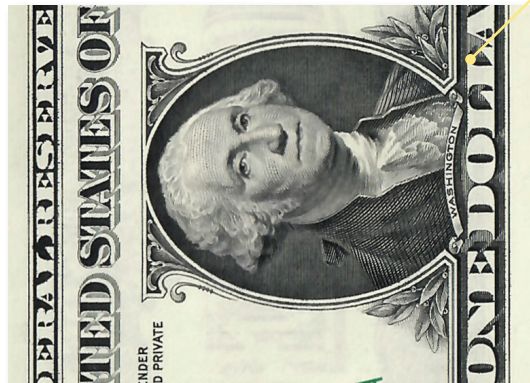
HOW YOUR DUES WORK FOR YOU

Every dues dollar is invested to strengthen our collective voice, enforce our contract, and improve the lives of state workers and their families. Together, these investments ensure your union is responsive, effective, and member-driven.



(36.7¢) REPRESENTATION & NEGOTIATIONS

Your dues power the core work of the union: representing members, enforcing our contract, and negotiating with the State. This includes handling discipline cases, grievances, arbitration, and litigation, as well as preparing for and securing strong contracts. These resources also support member education, bargaining team training, and the research and communications needed to win.



(30.2¢) POWER BUILDING WITH SEIU & OTHER COALITION

Real change takes collective power. Through partnerships with SEIU and allied organizations, your dues help build the strength needed to advance policies that support working families. These efforts connect us to a broader movement and bring additional resources, research, and strategy to our work.



(23.6¢) OPERATIONS

Behind every member service is the infrastructure that keeps the union running. Your dues support the day-to-day operations that allow us to respond quickly, stay connected, and keep members informed—from technology and staffing to communications and publications.



(4.9¢) MEMBER GOVERNANCE

Our union is member-led and member-driven. Elected leaders, from worksite stewards to the Board and statewide officers, set priorities and guide decisions. Your dues support this democratic structure and ensure members have a voice at every level.

(4.2¢) LEGISLATIVE ADVOCACY & POLITICAL CAMPAIGNS

A small portion of your dues supports the union's legislative and advocacy work, which is critical to protecting fair wages, benefits, and retirement security for state workers. This includes representing members' interests in the state budget, legislation, and administrative bodies where our contract is implemented and enforced. This work also includes educating members about how laws, ballot measures, and key institutions, such as CalPERS, intersect with wages, hours, and working conditions.

(0.5¢) COMMUNITY SERVICE & MISCELLANEOUS ACTIVITY

Our commitment extends beyond the workplace. Your dues support community partnerships, charitable efforts, and initiatives that strengthen the communities where members live and work, because stronger communities help build stronger workers.