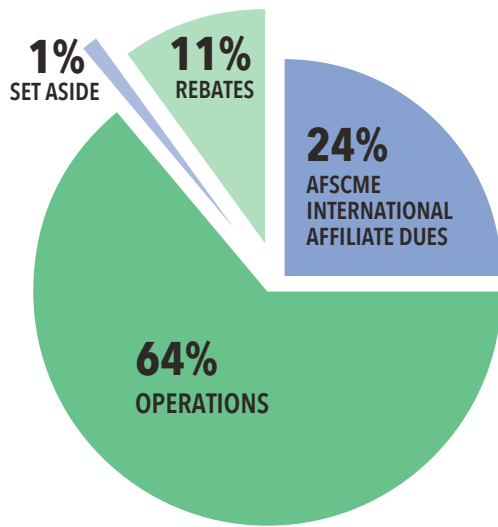


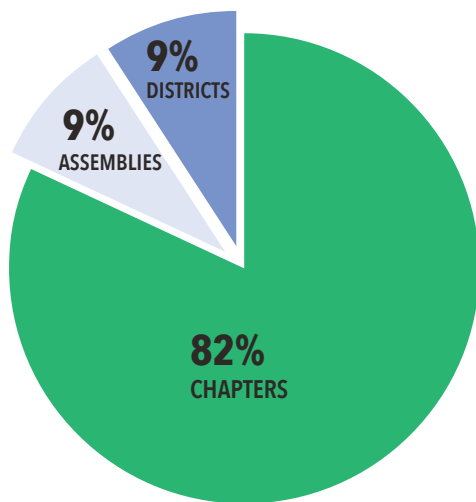
OCSEA DUES - WHERE IT GOES

The OCSEA budget comes entirely from membership dues. Union dues are paid as a percentage of an employee's base salary. Currently, the percentage is 1.25%. Here is how that money is used.



TOTAL BUDGET

OCSEA dollars are divided among four categories, the biggest of which—the operations budget—provides direct services to the members. The balance of OCSEA's budget pays for such things as "rebates" to OCSEA's chapters, district councils and assemblies; national representation and services provided by AFSCME; membership in the Ohio AFL-CIO; affiliations with various coalitions and legally-required set-asides.



REBATES

A portion of members' dues goes directly to fund the union's front-line organizational bodies, specifically its chapters, district councils and assemblies. These "rebates" account for 10 percent of OCSEA's total budget. The largest portion of the rebates goes to the union's 132 chapters. Chapter funds are used to purchase office supplies, provide trainings, attend workshops, print fliers and postcards, take care of union-related grievance expenses and cover any other needs the chapter may have. OCSEA's assemblies and district councils use their funds for similar expenses.

OPERATIONS BUDGET

The operations budget covers 64 percent of OCSEA's total budget. It is used for services such as contract negotiations, arbitrations, lobbying on issues that directly affect public employees, legal services, education programs, conventions, conferences, publications, websites, rent, utilities and supplies.

**No OCSEA dues money is given to political candidates. Political action funds raised through voluntary donations are distributed through AFSCME's PEOPLE program and OCSEA's political action committee.*

