

MAY - JULY, 2019

# THE VOICE



STANDING STRONG TOGETHER



**YOUR BENEFIT  
FUNDS AT WORK**

**2019 UNION  
ELECTION ESSENTIALS**



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# RENT THE UNION HALL FOR YOUR NEXT EVENT

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Are you looking for an elegant space in a sophisticated location for your next event? Check out the historic Union Hall. Located in a landmark building in center city, the Union Hall is available for rent for special occasions such as:



- Anniversary Celebrations
- Bachelor or Bachelorette Parties
- Birthday Parties
- Business Meetings
- Concerts
- Engagement Parties
- Family Reunions
- Funeral Receptions
- Fundraisers
- Fraternity and Sorority Events
- Graduation Parties
- Retirement Parties
- Training Seminars
- Showers
- Weddings

Our ballroom is large enough for a band or DJ and a dance floor. There is a commercial kitchen directly off this room and the bathrooms are located nearby. Facilities rentals are subject to availability. For information and pricing, call 215-735-1300.

\*Special discounts apply for District 1199C members

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MAY - JULY, 2019

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# FROM THE PRESIDENT

**W**inning has never come without a fight. That's what Frederick Douglass meant when he said, "Power concedes nothing without a demand. It never did and it never will." For over 100 years the labor movement has been on the frontlines creating better conditions for workers.

It was in that tradition that we started this union 50 years ago. In December 1969, a conference was held to form the 1199 National Organizing Committee. We had one goal then – to organize healthcare workers throughout the country. We went to various cities including Baltimore, Pittsburgh, and Boston. I came to Philadelphia.

Life for healthcare workers here was very different 50 years ago. At that time hospital workers were not allowed to join a union. The National Organizing Committee successfully lobbied Harrisburg for the passage of Act 195 which gave hospital workers in Pennsylvania the right to organize and forced employers to bargain in good faith.

To move forward, you cannot forget your history. It was the labor movement that transformed workers' misery and despair into hope and progress. And as working people's lives improved, so did their families, their communities and their country. If we forget the history of 1199C's struggle, we will risk losing all our hard-won gains. And if that happens, we risk returning to that time when Philadelphia's healthcare workers were poorly paid and badly treated. A time when you could work fulltime and still couldn't feed your family, a time of unsafe conditions and of unfair firings.

There are two lessons we must carry with us - we will have to fight for all we get and our best way to win will always be with solidarity.



"It was the labor movement that transformed misery and despair into hope and progress for working people. And as working people's lives improved, so did the economy of the entire country. If we forget the history of 1199C's struggle, we will risk losing all our hard-won gains. And if that happens, we risk returning to that time when Philadelphia's healthcare workers were poorly paid and badly treated."

# YOUR BENEFIT FUNDS AT WORK

**T**here are three benefit funds offering services that are available to serve member needs – Legal Fund, Health & Welfare Fund, and Training & Upgrading Fund. These benefits exist as a result of collective bargaining and are here to serve your health, education and legal needs.

## LEGAL FUND SERVICES

Because it is so expensive, many workers can't afford a lawyer when they need one. In fact, according to the American Bar Association, the United States rates 65th out of 100 countries for access to and affordability of civil legal services, the lowest ranking among all industrialized nations surveyed

"That's the reason President Henry Nicholas started the legal fund in the late 80's," explained

## LEGAL MATTERS THE LEGAL FUND CAN HELP YOU WITH

- Adoptions
- Civil litigation related matters
- Custody
- Landlord/tenant disputes
- Drafting buy-sell agreements
- Household consumer matters
- Bankruptcy issues
- Juvenile matters Wills
- Guardianship
- Traffic Tickets
- Child support
- Review Legal documents



Nicole Nicholas, Coordinator of District 1199C Legal Services Fund. "He wanted the workers to have access to high quality legal services. Through the Legal Service Fund, every member is entitled to free advice."

Nicole has headed the Fund for the past five years and is committed to maintaining high quality, low-cost legal services for the members. The fund uses a select group of lawyers to offer premium legal services as a benefit. For 2019, Nicole Nicholas would like to challenge every member to make an appointment with the Legal Services Fund and commit to doing these three things - making a will, making a living will and discussing with the lawyer the need for a power of attorney. 'I can't think of an issue more important for us than estate planning and making our intentions clear. It will avoid prob-

lems, probate and protect your loved ones as well as your assets."

### **BENEFIT & PENSION FUNDS**

After 25 years at the Health & Welfare Fund, LaVerne DeValia, Executive Director of the Benefit & Pension Funds, knows a thing or two about the impact of good health on the bottom-line. "I spend so much of my time with the Biometrics program because if we as members could stay healthier, our insurance rates as a union would not be as expensive and that would help us."

So on the top of LaVerne's agenda is to encourage every member to go to the doctor, get regular checkups and screenings, and to take his or her medication.

LaVerne oversees the union's comprehensive



benefits program, which includes medical, prescription drug and dental coverage and short-term disability benefits. The Pension Plan provides normal, early and disability pension benefits. In addition, the Plan may provide pension benefits to your spouse or beneficiary after your death. The Plan is funded by contributions made by employers.

Besides staying healthy, LaVerne knows that pension and welfare are complicated issues. Generally, you are eligible for the benefits described in the Summary of Benefits if you are a Wage Class I, II, or III member working for a participating employer who makes contributions to the Fund as the result of a collective bargaining agreement.

"But, if you have a question, I want you to call my office and get your information firsthand. We are always available."

### **TRAINING & UPGRADING FUND**

"Nowhere is skills enhancement more critical than in healthcare. The healthcare environment is very challenging and very competitive," explained Cheryl Feldman, Executive Director of the Training & Upgrading Fund. "To secure their futures, members have to continually participate in ongoing training and that's why we are here."

The Training Fund works with over 50 employer partners to design educational programming that will keep members' skills in demand. In addition to administering the tuition reimbursement office, the Training Fund offers career coaching and job placement assistance. The Fund also has a 22 month part-time Practical Nursing Program that prepares students for the NCLEX-PN. "The next Practical Nursing classes begin November 2019 so now is the time to contact us," said Cheryl.

The Training & Upgrading Fund's staff can help you with your academic decisions - whether it is to attend college or to refresh your basic academic skills. Currently the Training Fund is in the forefront of supporting nontraditional approaches to helping members by bringing the apprenticeship model to health and childcare workers. Apprenticeship programs integrate on-the-job training with classroom instruction. All of the Fund's current Apprenticeships are the first of their kind in Philadelphia.

## **CONTACT US**



### **District 1199C Legal Services Plan**

**Nicole Nicholas, Coordinator**

1319 Locust Street, Philadelphia, PA 19107  
Phone: (215) 790-0081 Fax: (215) 731-1008  
[www.district1199clegal.org](http://www.district1199clegal.org)



### **District 1199C Benefits & Pension Funds**

**LaVerne DeValia, Executive Director**

1319 Locust Street, Philadelphia, PA 19107  
Phone: (215) 735-5720  
**Outside of Philadelphia:** 1-800-531-1199  
**Website:** [www.1199cfunds.org](http://www.1199cfunds.org)



### **District 1199C Training & Upgrading Fund**

**Cheryl Feldmann Executive Director**

100 South Broad Street,  
Philadelphia, PA 19110  
Phone: (215) 568-2220  
**Website:** [www.1199ctraining.org](http://www.1199ctraining.org)

# LEADERS IN ACTION

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**Usamah Abdullah**

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**What I do:**

Director of Organizing

**How I got here:**

My first job was with Brightside Academy and that is how I came to know District 1199C. From there I became an Administrative Organizer but I was also good at organizing facilities. I decided to go into the field and it's hard, challenging work but it is work that I love doing. Most employees want a union.

**My greatest career accomplishment:**

Organizing Delaware County Memorial, St. Christopher and Jefferson Frankford hospitals were a major victory as well as my Director of Organizer promotion.

**What I'm working on:**

We are now working on organizing additional hospitals like Jefferson-Torresdale, Bucks County and Methodist Hospitals.

**What I do to relax:**

I like to listen to instrumentals or play the piano and I also like to get into the sauna.



**Salima Pace**

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**What I do:**

Executive Assistant & Political Liaison

**How I got here:**

Jeffrey Austin, an administrative organizer, suggested that I volunteer with the union after I was laid off from Fairmount Behavior Health. That was about six years ago. After six months, I was hired as the Executive Assistant and later I also became the Political Liaison.

**My greatest career accomplishment:**

Getting my MBA in May 2018 was exciting, but the *Rally for Respect* that was held at HUP last October was inspiring. Our members fought back in solidarity and showed workers untied will never be defeated. Through tenacity and organizing with HUP delegates, over 300 people came out to show their support for the union's fight against unjust treatment.

**What I'm working on:**

The municipal primary election is coming up and it is important that we support the elected officials who support us. So I am working on our canvass program in an effort to get out the vote.

**What I do to relax:**

I like to take long drives like to Rehoboth Beach. I find that a two hour drive is really relaxing.



**Elyse Ford**

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**What I do:**

Nursing Home Division Director

**How I got here:**

I started working for the Union in 2006 as a National Union Organizer assigned to various Districts. In 2010 I began working as an Administrative Organizer at District 1199C. In 2018 I was appointed as the Nursing Home Division Director.

**My greatest career accomplishment:**

Successfully managing my first campaign from card to contract. It was an amazing experience being able to organize a group of employees who worked in a nursing home who struggled from extremely low wages, and lack of respect at their workplace. To watch the employees join the union, formulate and negotiate their contract to unanimously ratifying their first contract was wonderful.

**What I'm working on:**

Currently I am working on preparing to negotiate several nursing home contracts that are set to expire June 30, 2019.

**What I do to relax:**

My favorite way to relax is to eat out and to go to the movies, especially a comedy.





## TO DARLENE LAWRENCE, IN GRATITUDE

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**A**rally wasn't a rally until Darlene Lawrence manned the bullhorn with her signature battle cry - "If we don't get it...we will shut it doooown." So, it was fitting that John Hundzynski, executive vice president of the union as well as Darlene's longtime friend, lead the celebrants at her homecoming service in one more chant. It was a special tribute to a tireless champion of justice.

It was with the deepest sorrow that we learned of Darlene's passing on February 16, 2019. Darlene's strong social justice activism was based on her equally strong beliefs that anyone could have a bad day but that didn't make the person a bad employee. It was the reason that she came to work for the union and why she also served as an Executive Member on the Board of the Coalition of Black Trade Unionists (CBTU)

Darlene was born on October 18, 1956 to

Lillie Mae and Clarence Flowers, Sr. In 1987 she accepted a secretarial position at Temple University in the Department of Anatomy and she quickly observed that some of the work practices were not fair. This prompted her to become a union delegate in 1989 in order to do something about the injustices she saw. In 2003, she joined the union fulltime and helped to organize Temple University, Spectrum Health and CHOP.

Darlene was well-liked, but more importantly, she was highly regarded by everyone. Cherishing her memory is not only a large family of relatives and friends including her children Tanya, Tamara and Dorien, but also her large union family. "Darlene always said that at 1199C we are one," Hundzynski said. All who knew her have but one message for her, "Rest well Darlene. You've done your work and you've done it well. "

# 2019 UNION ELECTION ESSENTIALS

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**O**ur election will be held on May 7th & May 8th. Your officers represent you and concern themselves with your individual needs as well as the needs of the general body. According to the District 1199C Bylaws, members in good standing will vote for the key executive officers – President, Secretary-Treasurer, two Executive Vice Presidents (one for each

division), and a Vice-President.

Petitions were submitted on March 21st and the official notice of the election has been mailed to all members. The ballot, times of the election and polling places will be posted at each shop. Call 215-735-1300 with questions or for more information. Ask to speak with someone from the Election Board.

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## **President**

The President functions as the Chief Officer of the District. The President directs, coordinates, guides and supervises all the affairs and activities of the other officers, vice-presidents, organizers and staff.

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## **Secretary Treasurer**

The Secretary-Treasurer is the Chief Financial officer of the District and makes payments with the approval of the president. The Secretary-Treasurer also assists the President in the administration of the District.

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## **Executive Vice-President**

The Executive Vice Presidents will assist the President and preside at meetings in the absence of the President or whenever directed by the President.

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## **Vice-President**

The Vice-President may be assigned Areas, Sub-divisions and/or other assignments as may be decided by the President in consultation with the Executive Vice-President.

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## **Members of the Executive Board**

Along with District officers, Members of the Executive Board meet twice a month to attend to the affairs of the District including to act upon reports and approve and authorize disbursement of funds as well as to invest the funds of the union.

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## **Delegates**

It is the responsibility of the Delegates to see that all Union decisions are carried out and that the collective bargaining agreement applicable to the members they represent is enforced.

For more information, check your District Bylaws at [www.1199cnuhhce.org/election-2019/district-1199c-by-laws/](http://www.1199cnuhhce.org/election-2019/district-1199c-by-laws/)

# 2018 JOURNEY WITH JOHN HUNDZYSKI

**T**hirty-six contracts were negotiated without a hiccup.” That’s how Executive Vice-President Chris Woods likes to describe 2018.

That statement is a testament to the behind the scenes work of John Hundzyski, who became executive vice-president of the Guild Division in 2016. About 90 days before the contracts were set to expire, Hundzyski did a whirlwind tour of meeting with members, organizing negotiating teams at each facility, listening to employees’ demands and writing proposals. But the real work he said started much earlier with developing working relationships with employers to help get the best contract for members without “going to war. And by going to war, I mean going on strike.”

While 2018 was a good year, Hundzyski warned that the challenges facing the union are serious. “The challenge now is more around the education of our members and specifically the political education of the membership. Just follow the changes in healthcare. Family owners of nursing homes are being forced to sell to for-profit people who are coming in

and changing everything. It’s not about the patients anymore. Everything has just gone haywire.”

And it is set to get worse. For fiscal year 2020, President Trump’s budget is calling for an end to Medicaid expansion funding and the implementation of a national work requirement as a condition of Medicaid coverage. “Members have to get more involved. If we don’t get the right people in office to increase funding the nursing home industry is not going to survive,” Hundzyski said adding, “We have to educate them on why we make \$20 and not \$9.50 an hour to mop floors. It’s solidarity and it’s politics.”

Married with two children, John met his wife, Virginia, as he was negotiating a nursing home contract. “I like to say I got two deals that day – a good contract and a life partner.



## UPCOMING EVENTS

- |                      |  |
|----------------------|--|
| <b>April 22</b>      | Last Day to register to vote in the Philadelphia Primary Election                    |
| <b>May 7 &amp; 8</b> | Districtwide Union Election  |
| <b>May 12</b>        | Susan G. Komen’s Philadelphia More Than Pink Walk to support breast cancer research. |
| <b>May 16</b>        | Retirees’ bake sale at the Union Hall – 12:30 PM – 2:00 PM                           |
| <b>May 21</b>        | Philadelphia’s Primary Election  |
| <b>June 1</b>        | Biometric Screening Begins and must be completed by Oct. 31st                        |
| <b>June 5</b>        | Training and Upgrading Fund’s Recognition and Graduation ceremony                    |
| <b>August 24</b>     | Norman Rayford Block Party and Book Bag Giveaway                                     |

# ADMINISTRATIVE ORGANIZERS' SHOPS DIRECTORY

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## JEFF AUSTIN

- Dresher Hill
- Elkins Crest
- Wyndmoor Springfield
- Maplewood
- Cliveden
- Tucker House
- Compass Group @ Penn Medicine @ Rittenhouse
- Willow Terrace
- Chestnut Hill Lodge

## BARBARA BOHANNON

- Belvedere
- Brandywine
- Broomall Manor
- Harbor View
- Harston Hall
- Phoenix Care
- Sterling
- Wallingford

## DIONNE GARY

- Hahnemann Hospital
- Temple Hospital (service and clerical)
- TASBE(Temple)

## PAUL GRUBB

- Burlington Woods
- Cadbury
- Center for Specialty Care Deptford
- Center for Specialty Care
- Hammonton
- Riverfront Rehabilitation
- Crozer- Chester Medical
- Kresson View

\*Interim

- Silver Care
- UNOP-Taylor & Girard
- Voorhees Care

## HARRY LITTLE

- Jefferson Hospital
- Aramark Temple
- Delaware County Memorial Hospital
- Jefferson Frankford Hospital

## TIEREE MARTIN

- Papermill
- Fairview
- Liberty Center
- St. Christopher's Hospital
- St. Monica's
- RHD
- Hill Crest
- Wayne
- University of Arts

## GARY MCCORMICK

- Corizon
- MHM
- Wellpath at SCI-Phoenix
- Wellpath at SCI-Chester,
- Merakey/PACT
- Merakey/IDD
- North Philadelphia Health System
- Voorhees Pediatric Facility
- Community Legal Services
- Visiting Nurse Association
- JFK Behavioral Health Center

## TIFFANY PATTERSON

- Germantown Home
- Suburban Woods
- Towne Manor East
- Laurel Square
- AristaCare at Ivy Hill
- AristaCare at Meadow Springs
- Majestic Oaks
- Broomall Rehabilitation and Nursing Center
- Renaissance

## CLARESE WALKER

- Children's Hospital of Philadelphia
- Temple University Clerical/PTEA
- Penn Presbyterian Medical Center
- St Francis Nursing and Rehabilitation

## SALIMA PACE\*

Children's Hospital of Philadelphia Hospital of the University of Pennsylvania

## SHEILA BENNETT\*

Allegheny Valley School Barnes and Nobel Community Legal Services Consortium Covenant House Episcopal KenCCID Merakey (SFR) Overbrook Friedlander Spectrum Tribune



# Dean Habel

- Bala
- Centennial
- CNRC
- Inglis House
- Glendale Uptown Home
- Kearsley
- Simpson House
- St. Ignatius
- Watermark

## **ADMINISTRATIVE ORGANIZERS' DIRECTORY** *(Addition)*

### **CONTACT**

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District 1199C Philadelphia  
Headquarters  
1319 Locust St  
Philadelphia, PA 19107  
215-735-1300  
215-735-9878 (fax)



# Q&A WITH CHRIS WOODS, EXECUTIVE VICE-PRESIDENT



## Q. What's your vision for our union?

**A.** Last year, we signed 36 contracts and there wasn't a hiccup. That's progress but it came from our struggles. So, my basic vision is that our members continue to have a quality job and a good workplace and what I see now are basically three challenges facing the union. These are the things we have to deal with in order for us to get back to being the number one healthcare union in the state.

### Challenge One:

The first challenge is to get all the members, especially our newer members, to engage with the union and not just at the facility level. For example, I want to see members' attend the new members training as well as the Book Bag drive, the Labor Day parade and events like that. So member engagement is very important.

### Challenge Two:

The second challenge we have is to get and maintain good data on our members. We need up-to-date addresses, emails, phone numbers and cell numbers in order that we can reach members. Our union is fast pace and things happen quickly. I want the rank and file members to know what's going on

### Challenge Three:

Finally, we want all of the members to become much more knowledgeable about politics. A problem like the reimbursement rate for nursing homes is a political issue that affects our members' bottom-line. We can't negotiate for wage increases if there is no more money coming from the federal government. So all members need to understand the importance of participating, starting with voting for union-endorsed candidates.

## DISTRICT 1199C UNION OFFICERS



**Henry Nicholas**  
President



**Chris Woods**  
Executive  
Vice-President



**John Hundzyski**  
Executive  
Vice-President



**Marguerite Stanford**  
Secretary-Treasurer



**Shella Bennett**  
Vice President

# **CONSOLIDATED STATEMENTS OF FINANCIAL POSITION**

December 31, 2017 and 2016



DISTRICT 1199C NATIONAL UNION OF  
HOSPITAL AND HEALTH CARE EMPLOYEES  
UNION AFSCME, AFL-CIO  
CONSOLIDATED STATEMENTS OF ACTIVITIES  
FOR THE YEARS ENDED DECEMBER 31, 2017 AND 2016

	2017	2016
<u>UNRESTRICTED NET ASSETS</u>		
<u>INCOME</u>		
Dues and Initiation Fees	\$5,987,661.	\$6,617,874.
Less: Revenue Retained by National Office	(2,216,692.)	(2,482,367.)
AFSCME Grant	\$3,770,969. 121,346.	\$4,135,507. 192,044.
<u>OTHER INCOME</u>		
Interest and Dividend Income	10,287.	10,500.
Unrealized Gain (Loss) on Certificate of Deposit	(6,616.)	(125.)
	3,671.	10,375.
<u>TOTAL INCOME</u>	3,895,986.	4,337,926.
<u>EXPENSES</u>		
Administrative Expenses	\$ 497,439.	\$ 417,760.
Affiliations	79,200.	79,200.
AFSCME Grant Expenses	101,708.	192,181.
Payroll:		
Organizers	837,003.	926,387.
Clerical	347,689.	330,185.
Officers	528,557.	519,879.
Pension/Welfare Contributions	1,006,632.	956,699.
Payroll Taxes	149,620.	156,773.
Professional Fees	139,067.	113,370.
Public Relations and Newspaper	5,377.	16,136.
Arbitrations and Negotiations	52,595.	65,920.
Conferences and Conventions	102,320.	89,948.
Occupancy Costs	293,207.	224,282.

See accompanying notes and auditor's report

DISTRICT 1199C NATIONAL UNION OF  
HOSPITAL AND HEALTH CARE EMPLOYEES

UNION AFSCME AFL-CIO

CONSOLIDATED STATEMENTS OF FINANCIAL POSITION

DECEMBER 31, 2017 AND 2016

	2017	2016
<u>ASSETS</u>		
<u>CURRENT ASSETS</u>		
Cash	\$ 790,049.	\$1,021,809.
Investments	1,180,471.	1,077,144.
Dues Receivable – Members	306,391.	560,364.
Dues Receivable – National Union	340,472.	191,663.
Rent Receivable	2,750.	0.
Loans and Exchanges – Other Funds	30,136.	23,898.
Employee Loans	1,150.	0.
Prepaid Insurance	26,866.	52,527.
	<u>\$2,678,285.</u>	<u>\$2,927,405.</u>
<u>NET FIXED ASSETS</u>	1,203,793.	1,216,657.
<u>OTHER ASSETS</u>		
Liquor License	8,770.	8,770.
	<u>\$3,890,848.</u>	<u>\$4,152,832.</u>
 <u>LIABILITIES AND NET ASSETS</u>		
<u>CURRENT LIABILITIES</u>		
Accounts Payable and Accrued Expenses	\$ 143,744.	\$ 124,640.
Accrued Severance, Vacation and Sick Pay	453,583.	393,962.
Escrow Payable	2,476.	2,773.
Due to United Nurses of Pennsylvania	454,331.	349,017.
	<u>\$1,054,134.</u>	<u>\$ 870,392.</u>
Unrestricted Net Assets	2,836,714.	3,282,440.
	<u>\$3,890,848.</u>	<u>\$4,152,832.</u>

See accompanying notes and auditor's report

DISTRICT 1199C NATIONAL UNION OF  
HOSPITAL AND HEALTH CARE EMPLOYEES  
UNION AFSCME AFL-CIO  
CONSOLIDATED STATEMENTS OF ACTIVITIES  
FOR THE YEARS ENDED DECEMBER 31, 2017 AND 2016

	2017	2016
<u>TOTAL INCOME</u>	\$3,895,986.	\$4,337,926.
<u>EXPENSES</u>		
United Home Care Workers		
Organizing Subsidy	83,334.	116,667.
Delegate Training	54,153.	60,600.
Depreciation	63,811.	78,850.
	4,341,712.	4,344,837.
Changes in Net Assets	(445,726.)	(6,911.)
Net Assets, Beginning of Year	3,282,440.	3,289,351.
Net Assets, End of Year	\$2,836,714.	\$3,282,440.

See accompanying notes and auditor's report

DISTRICT 1199C NATIONAL UNION OF  
HOSPITAL AND HEALTH CARE EMPLOYEES  
UNION AFSCME, AFL-CIO  
CONSOLIDATED STATEMENTS OF CASH FLOWS  
FOR THE YEARS ENDED DECEMBER 31, 2017 AND 2016

	2017	2016
<u>OPERATING ACTIVITIES</u>		
Changes of Net Assets	\$ (445,726.)	\$ (6,911.)
Adjustments to reconcile changes in Net Assets to Net Cash provided by Operating Activities:		
Depreciation	63,811.	78,850.
(Increase) Decrease in Operating Assets		
Dues Receivable - Members	253,973.	(126,269.)
Dues Receivable - National Union	(148,809.)	182,741.
Rent Receivable	(2,750.)	0.
Loans and Exchanges - Other Funds	(6,238.)	11,632.
Employee Loans	(1,150.)	0.
Prepaid Expenses	25,661.	(38,170.)
Increase (Decrease) in Operating Liabilities		
Accounts Payable and Accrued Expenses	19,104.	(105,772.)
Accrued Severance, Vacation and Sick Pay	59,621.	34,791.
Escrow Payable	(297.)	(298.)
Due to United Nurses of Pennsylvania	105,314.	349,017.
<u>Net Cash (used) provided by Operating Activities</u>	<u>(77,486.)</u>	<u>379,611.</u>
<u>Investing Activities</u>		
Purchases of Fixed Assets	(50,947.)	(4,975.)
Purchases of Investments	(103,327.)	(160,057.)
<u>NET CASH USED IN INVESTMENTS</u>	<u>(154,274.)</u>	<u>(165,032.)</u>
<u>Net Increase (Decrease) in Cash and Cash Equivalents</u>	<u>(231,760.)</u>	<u>214,579.</u>
<u>Cash and Cash Equivalents - Beginning of Year</u>	<u>1,021,809.</u>	<u>807,230.</u>
<u>Cash and Cash Equivalents - End of Year</u>	<u>\$ 790,049.</u>	<u>\$1,021,809.</u>

See accompanying notes and auditor's report

## NOTICE TO MEMBERS REGARDING AGENCY FEES

Employees covered by a collective bargaining agreement containing a union security clause are required, as a condition of employment, to pay dues to the Union (and, where applicable, initiation fees). Employees have the right to decide whether they wish to be members of the Union. Employees who decide not to join the Union remain obligated, under the union security clause, to pay an agency fee to the Union equal to regular Union dues.

Employees who are not members of the Union, but who pay dues to the Union pursuant to a union security clause of a collective bargaining agreement, have the legal right to object to supporting certain activities of the Union which are not related to collective bargaining, contract administration and grievance adjustment ("representational activities") and may obtain a reduction in their dues and initiation fee.

Employees who choose not to become Union members and object to paying full dues should be aware that by electing not to become full Union members, they forfeit the right to enjoy a number of benefits available to members only. Among the benefits available only to full Union members are the right to attend and participate in Union meetings, the right to run the Union office and to nominate and vote for candidates for Union office, the right to participate in contract ratification and strike votes, the right to participate in development and formulation of Union policies, the right to participate in the formulation of Union collective bargaining demands and the right to serve as delegates to the National convention.

Each year, audited financial statements are prepared for the Union, which calculate the percentage of Union expenditures made for representational and non-representational activities. While the exact amount varies slightly each year, approximately 80% of the combined expenditures each year are for representational activities. Non-members may object to payment of that portion of Union dues which are spent on non-representational activities. These include expenditures such as lobbying, legislative efforts and political activities, and litigation which is not germane to collective bargaining, contract administration or grievance adjustment. Nonmembers are legally obligated to pay for expenses connected with represen-

tational activities, which include collective bargaining, contract administration and enforcement, grievances and arbitration, litigation concerning these matters, national conventions and Union meetings, Union benefits available to both members and non-members, Union organizing activities and Union publications to the extent that they report union representational activities.

We believe that without the concerted political activity of the Union movement, the great social legislation of this century such as the Social Security Act, minimum wage laws and the Occupational Safety and Health Act would never have become law. This remains truer than ever today. In our opinion, legislative activity, lobbying, political activities and litigation related to broader issues of concern to Union members as citizens are critically necessary for the improvement of working conditions of all employees we represent. It is for this reason that we believe that it is essential for this Union to participate in such activities which benefit all working people in the United States.

You have the right to decide whether to be a part of this important effort.

Non-members who wish to object to payment of that portion of Union dues spent on nonrepresentational activities must file a written objection with the Union. Objections filed within thirty days of the date of this notice will be effective immediately. If you choose to object at a later time, an objection may be filed in the thirty days following your resignation from membership or in the open period established by the Union. Contact the Union for this information. Objections should be signed by the objector and sent to the Treasurer of the Union. The written objection should include your full name, address, social security number, employer and work location.

Non-members who object to payment of full dues will be sent detailed information from the Union concerning the breakdown between representational and non-representational expenditures. Non-members who have objected to payment of full dues will be required to pay that percentage spent on representational activities and will have their dues reduced by the amount spent on non-representational activities.



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