



# *Where do your union dues go?*

**A Look at Teachers Union  
Spending in Pennsylvania, 2011-12**

***The Pennsylvania State Education Association***

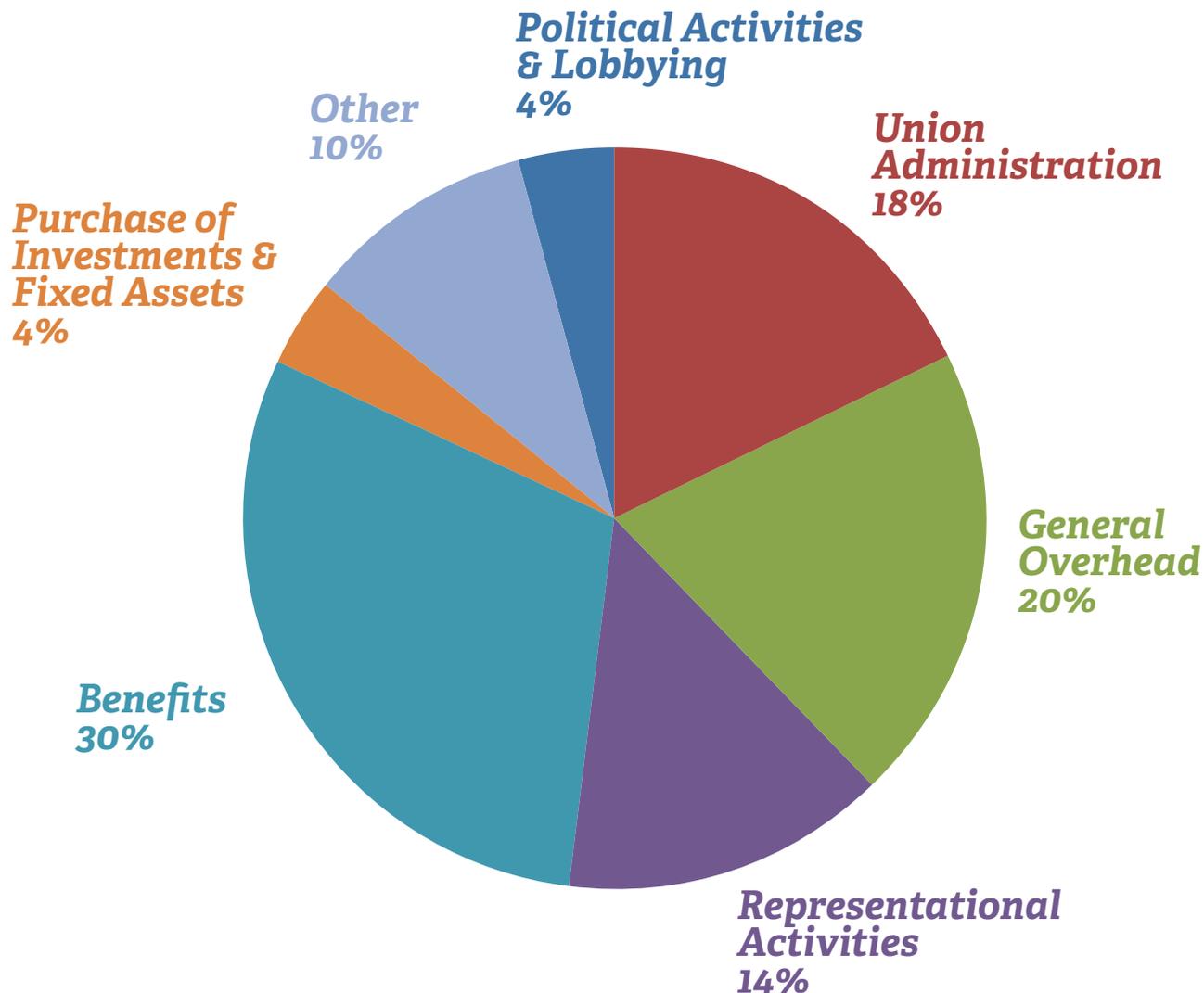
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# 1

**The Big Picture.** More than HALF the PSEA's overall spending simply went to running the union—salaries, health and retirement benefits, overhead (including items such as office rental and phone/internet service), and multiple leadership conferences. A bare 14% went to the “representational activities” most directly related to labor representation, such as collective bargaining negotiations and arbitration proceedings.

## Pennsylvania State Education Association Spending, 2011-2012

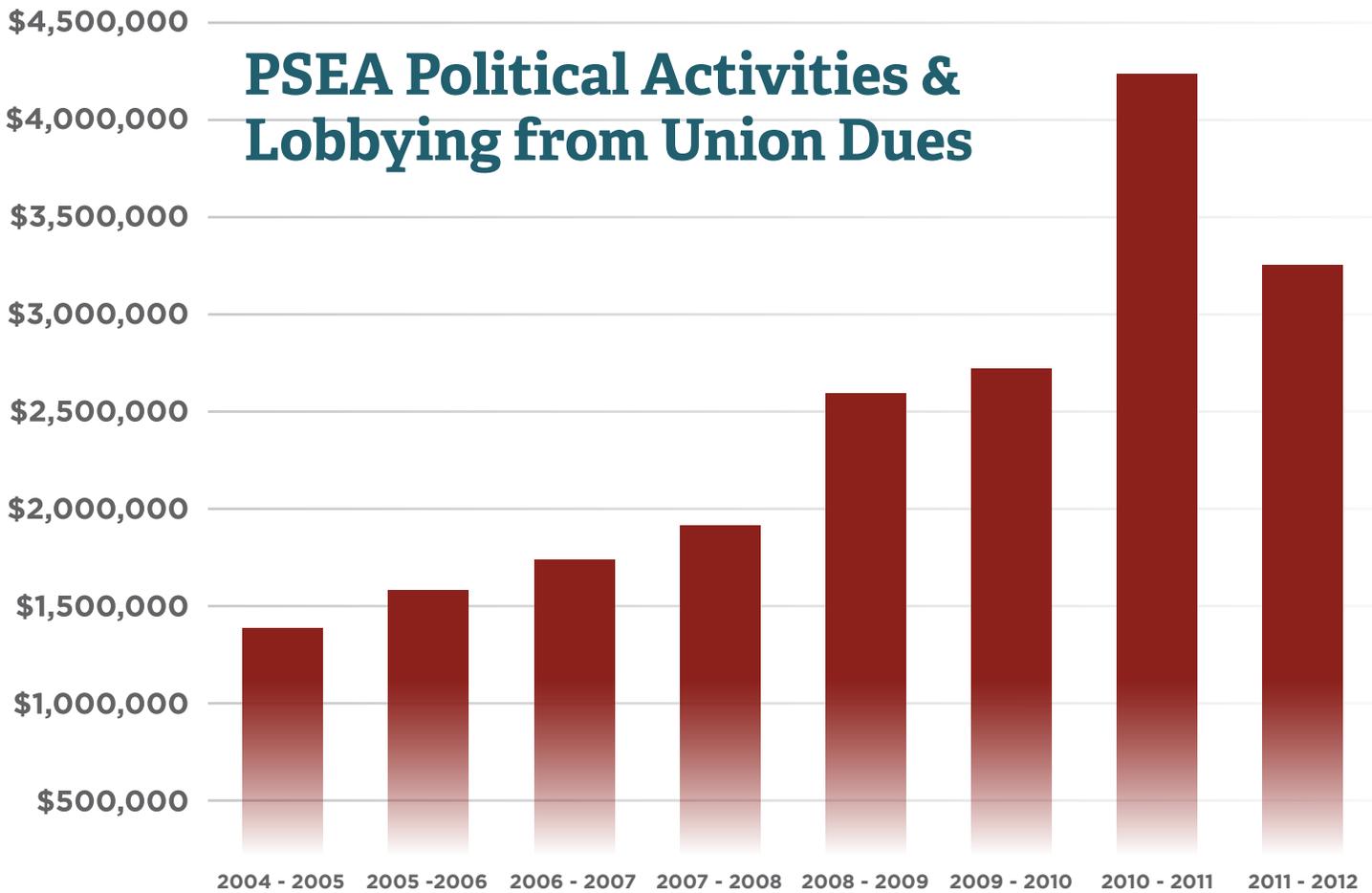


Source: Form LM-2 Labor Organization Annual Report, Pennsylvania State Education Association, U.S. Department of Labor, 2011-2012, <http://kcerds.doi-esa.gov/query/getOrgQry.do>. PSEA's Total Receipts were \$77,848,036 after subtracting \$22,169,900 in dues the union collects for affiliates (mainly, the National Education Association).

# 2

**Dues Money in Politics.** The PSEA also spent \$3.3 million, or 4% of its revenue, on “political activities and lobbying.” Your member dues can be used for a variety of “soft” political activities, such as get-out-the-vote drives, election mailers, lobbying of legislators and public marketing campaigns. The union also raised campaign contributions for state races separately through its political action committee, PACE, which spent more than \$1.9 million in 2011-12.

<sup>1</sup> Form LM-2 Labor Organization Annual Report, Pennsylvania State Education Association, U.S. Department of Labor, 2012, File Number 512-989, <http://kcerds.dol-esa.gov/query/getOrgQry.do>; Pennsylvania Department of State, “Campaign Finance Online Reporting,” <https://www.campaignfinanceonline.state.pa.us/pages/CFReportSearch.aspx>.



Source: Form LM-2 Labor Organization Annual Report, Pennsylvania State Education Association, U.S. Department of Labor, 2004-2012, <http://kcerds.dol-esa.gov/query/getOrgQry.do>. 2004-05 is the earliest year for which political activities and lobbying are reported.

# 3

**Who Got Dues Money?** NEA member dues, now \$180 a year for full-time teachers—and which every PSEA member must pay—support a variety of political and ideological advocacy causes and groups around the country. Here are a few 2011-12 examples:

- Nearly \$4.6 million went to “We Are Ohio,” the group dedicated to defeating right to work legislation in the state.
- More than \$1 million went to “Idahoans for Responsible Education Reform,” to defeat a package of bills that included measures to limit collective bargaining, create performance pay and also raise the salaries of entry-level teachers.
- In addition, the NEA donated to these groups and causes using union dues:
  - Hip Hop Caucus Education Fund - \$25,000
  - Marylanders for Marriage Equality - \$50,000
  - Ohio Democratic Party - \$150,000
  - Daily Kos - \$30,000
  - Progressive Majority - \$50,284
  - AFL-CIO - \$1.15 million
  - Service Employees International Union - \$15,333
  - Democratic GAIN - \$10,000 <sup>2</sup>

<sup>2</sup> Form LM-2 Labor Organization Annual Report, Pennsylvania State Education Association, U.S. Department of Labor, 2012, File Number 512-989, <http://kcerds.dol-esa.gov/query/getOrgQry.do>.

# 4

**Annual Dues Rise Every Year.** In 2011-12, the PSEA collected \$62 million in dues and “agency fees” (fees charged to non-union workers) from school employees. In six years, teachers’ union dues, counting what they owe at the state and national level, have increased 21%. Several union locals also charge additional dues.



Sources: Office of Labor-Management Standards, “Form LM-2 Labor Organization Annual Reports,” National Education Association (File 000-342) and Pennsylvania State Education Association (File 512-989), years 2008-2012, <http://kcerds.dol-esa.gov/query/getOrgQry.do>; PSEA Enrollment Form 2012-2013, <http://www.psea.org/uploadedFiles/JoinPSEA/EnrollmentEA-ESP.pdf>. The PSEA has a “unified dues” system, meaning union members must pay dues to the state, national and local branches of their union. Where PSEA locals also charge dues, total dues may be higher than what’s shown.

# 5

**The Close-Up.** 35 is an important number for union members—it represents the approximate percentage of each teacher’s union dues that go towards political, ideological and similar activities NOT associated with the PSEA’s direct representation of workers.

Combined PSEA and NEA dues are \$669 for the 2012-13 school year. However, many non-union workers are required to pay the union for representation as a condition of employment. In most school districts, even workers who decide not to join the union must pay what’s called a fair share fee, the portion of union dues that covers only negotiations on teacher contracts and work conditions (collective bargaining), grievance procedures, union governance meetings, legal efforts related to representing workers and similar activities.

By law, a fee payer is not required to support ideological or political activities of the union, as it infringes on her freedom of speech and association guaranteed by the First Amendment. So fee-paying teachers are now charged \$431, or \$238 less than a union member. In other words, the PSEA and NEA devote roughly 35% of each teacher’s \$669 in union dues on politically related activities or those unrelated to collective bargaining.