

As we move forward, your SETC-United Executive Board is considering how to provide the type of service our membership deserves. This is particularly important, given the uncertain future before us, and with attacks on Unions and workers' rights intensifying.



Estimated *Minimum* Annual Cost of Resources Needed for Effective Representation as well as to Win and Enforce Strong Contracts with Fair Wages and Benefits

Estimated Cost	Item	Source / Note
\$356,000	Business Manager & Two Business Representatives	1
\$28,955	Part-Time Administrative Staff Person	2
\$24,000	Office Space in Southern California	3
\$48,000	-Overhead and Supplies	4
\$34,000	Cell Service, Internet, and Hardware	4
\$153,000	Travel Costs Lodging, Airfare, Mileage Reimbursement	4
\$264,000	Legal Retainer	4
\$54,600	-Additional Legal Costs for ULPs & Arbitrations	4
\$116,450	Political Action and Lobbying in Sacramento	5
\$126,040	Strategic Research	5
\$95,900	Communications	5
\$1,300,945	TOTAL	

¹ Estimated salaries including full rollup cost – Benefits, Payroll Taxes, and Social Security, etc.: per Bureau of Labor Statistics 12/2016 - <https://www.bls.gov/news.release/ecec.nr0.htm>

² 50% of mean annual wage, Executive Secretaries and Executive Administrative Assistants - <https://www.bls.gov/oes/current/oes436011.htm>

³ Median priced 1,303/SF office in Pomona, CA - <http://www.loopnet.com/Listing/18779877/350-Vinton-Avenue-Pomona-CA/>

⁴ SETC-United 4th Quarter 2012 Financial Report – Presented 01/26/2013

⁵ Median salaries with full rollup cost, per US Department of Labor <https://www.dol.gov/olms/regs/compliance/rrlo/lmrda.htm#.ULZCXYUbp3Y>