

**CALIFORNIA FEDERATION OF TEACHERS**

**STATEMENT OF ALLOCATED CHARGEABLE AND NONCHARGEABLE EXPENSES**

**FOR THE YEAR ENDED DECEMBER 31, 2008**

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Independent Auditors' Report

Executive Council  
California Federation of Teachers  
2550 North Hollywood Way, Suite 400  
Burbank, California 91505-1061

Members of the Council:

We have audited the accompanying statement of allocated chargeable and nonchargeable expenses of the California Federation of Teachers (the "CFT") for the year ended December 31, 2008. This statement is the responsibility of the CFT's management. Our responsibility is to express an opinion on this statement based on our audit.

We conducted our audit in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the statement of allocated chargeable and nonchargeable expenses is free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the statement of allocated chargeable and nonchargeable expenses. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall statement presentation. We believe that our audit provides a reasonable basis for our opinion.

Based upon the significant factors and assumptions described in Note 3, the accompanying statement of allocated chargeable and nonchargeable expenses was prepared for the purpose of determining the percentage of chargeable and nonchargeable expenses used in calculating nonmembers' fair share fees. This statement is not intended to be a complete presentation of the CFT's expenses. The total expenses reported in this statement were derived from the CFT's financial statements for the year ended December 31, 2008. We audited and expressed an unqualified opinion on those financial statements; our report was dated August 11, 2009.

In our opinion, based on our audit, the statement of allocated chargeable and nonchargeable expenses referred to above presents fairly, in all material respects, the chargeable and nonchargeable expenses of California Federation of Teachers for the year ended December 31, 2008, based on the significant factors and assumptions described in Note 3.

This report is intended solely for the information and use of the CFT's management and parties to any future arbitration related to the CFT and should not be used for any other purpose.

*Miller, Kaplan, Arase & Co., LLP*  
MILLER, KAPLAN, ARASE & CO., LLP

August 11, 2009

CALIFORNIA FEDERATION OF TEACHERS  
STATEMENT OF ALLOCATED CHARGEABLE AND NONCHARGEABLE EXPENSES  
FOR THE YEAR ENDED DECEMBER 31, 2008

	Total Expenses	Chargeable Expenses	Nonchargeable Expenses
<u>DIRECT EXPENSES</u>			
Personnel Expenses:			
Management	\$ 575,296	\$ 519,783	\$ 55,513
F.R.U.	2,840,657	2,324,160	516,497
O.P.E.I.U.	1,286,286	1,158,031	128,255
Other Personnel-Related Expenses	457,290	388,179	69,111
Travel and Lodging	177,355	131,269	46,086
Mileage Reimbursement	77,108	72,466	4,642
OPEIU Travel Reimbursement	3,082	3,082	-
Financial Assistance to Locals	7,866,274	7,866,274	-
Departments:			
Communications and Publications	292,657	175,162	117,495
Governmental Relations	55,853	15,750	40,103
Information Technology	32,861	32,861	-
Leadership Development and Training	80,223	69,491	10,732
Organizing	4,670	-	4,670
Research	14,000	14,000	-
Councils:			
Community College Council	144,187	104,097	40,090
Council of Classified Employees	79,259	74,379	4,880
EC/K-12 Council	131,672	130,759	913
Governance	201,881	178,781	23,100
Committees and Task Forces	33,218	25,192	8,026
Professional Services	173,544	161,433	12,111
Staff Development	15,867	15,867	-
Miscellaneous	189,822	31,240	158,582
Raoul Teilhet Scholarship Fund Expenses	74,606	-	74,606
Legal Defense Fund Expenses	103,879	103,879	-
Western States Insurance Trust Expenses	33,745	-	33,745
Dues Collection Fund Expenses	50	50	-
Proposition and Ballot Initiatives			
COPE Committee Expenses	871,055	27,633	843,422
COPE Candidate Committee Expenses	827,314	-	827,314
<u>TOTAL DIRECT EXPENSES</u>	<u>\$ 16,643,711</u>	<u>\$ 13,623,818</u>	<u>\$ 3,019,893</u>
<u>INDIRECT EXPENSES</u>			
Building Occupancy	\$ 573,366	\$ 470,160	\$ 103,206
Building Repairs and Maintenance	5,662	4,643	1,019
Furniture and Equipment - Acquisition	102,431	83,993	18,438
Furniture and Equipment - Repairs and Maintenance	22,671	18,590	4,081
Office Supplies	47,047	38,579	8,468
Postage and Shipping	35,160	28,831	6,329
Printing	33,791	27,709	6,082
Subscriptions	11,963	9,810	2,153
Telecommunications	64,530	52,915	11,615
Amortization and Depreciation	21,592	17,705	3,887
Bank Charges	3,540	2,903	637
Property Insurance	15,815	12,968	2,847
Property Taxes	2,935	2,407	528
Storage of Benefits Supplies	1,962	1,609	353
CFT Archives/Storage	2,666	2,186	480
Post-Employment Pension	3,450,705	2,829,578	621,127
Post-Employment Healthcare	(111,448)	(91,387)	(20,061)
Retiree Benefits	61,707	50,600	11,107
<u>TOTAL INDIRECT EXPENSES</u>	<u>\$ 4,346,095</u>	<u>\$ 3,563,799</u>	<u>\$ 782,296</u>
<u>TOTAL EXPENSES</u>	<u>\$ 20,989,806</u>	<u>\$ 17,187,617</u>	<u>\$ 3,802,189</u>
<u>PERCENTAGES</u>	<u>100.00%</u>	<u>81.89%</u>	<u>18.11%</u>

(Attached notes are an integral part of this statement)

CALIFORNIA FEDERATION OF TEACHERS  
NOTES TO STATEMENT OF ALLOCATED CHARGEABLE AND NONCHARGEABLE EXPENSES  
FOR THE YEAR ENDED DECEMBER 31, 2008

NOTE 1 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

A. Expenses

The statement of allocated chargeable and nonchargeable expenses has been prepared on the accrual basis; consequently, certain expenses have been recognized when the obligation is incurred rather than when paid.

B. Accounting Estimates

The preparation of financial statements requires management to make estimates and assumptions that affect the reported expenses during the reporting period and the allocation of expenses between chargeable and nonchargeable. Accordingly, actual results may differ from those estimates.

C. Tax-Exempt Status

The CFT is a non-profit organization that is exempt from Federal and state taxes on income under provisions of Section 501(c)(5) of the Internal Revenue Code and California Revenue and Taxation Code 23701(a), other than taxes on unrelated business income.

D. Pensions

The CFT incurs expenses related to four pension plans. Benefits under the CFT's 401(k) Plan are based on the required contributions made to the Plan. Pension costs for the CFT's defined benefit plan are determined by actuarial valuation. The CFT makes contributions to two Offices and Professional Employees International Union (OPEIU) pension plans for the office and clerical staff, one for its Northern California employees and one for its Southern California employees. These Plans may have liabilities for unfunded vested benefits at December 31, 2008 requiring assessment of withdrawal liability from contributing employers who withdraw from the Plans. The management of the CFT has expressed no intent to withdraw from these Plans and the withdrawal liability, if any, to the CFT has not been computed. The pension costs for the defined benefit pension plan, which covers the CFT's field employees, are determined by actuarial valuation.

E. Post-Retirement Health and Welfare Benefits

Effective May 1, 2002, the CFT established the transition obligation related to its post-retirement health benefits. The obligation is amortized on a straight-line basis over 20 years. Annual benefit expense for the plan includes service costs, interest and amortization of the transition obligation.

F. Office Furniture and Equipment

Office furniture and equipment are stated at cost. Depreciation is determined for related groups of assets under the straight-line method, based upon their estimated useful lives, which range from 3 to 5 years. Minor renewals or replacements, and maintenance and repairs are expensed. Major replacements and improvements are capitalized.

G. Compensated Absences

The CFT accrues accumulated vacation expense as it is earned by its employees under the various contracts and agreements. Accumulated sick leave of over 20 days is payable to clerical employees at 50% of their regular pay rate.

CALIFORNIA FEDERATION OF TEACHERS  
NOTES TO STATEMENT OF ALLOCATED CHARGEABLE AND NONCHARGEABLE EXPENSES  
FOR THE YEAR ENDED DECEMBER 31, 2008

NOTE 2 - FAIR SHARE/AGENCY FEES

A. Background

In 1986, the United States Supreme Court issued a decision in Chicago Teachers Union vs. Hudson regarding certain procedures that must be followed by labor organizations that collect fair share fees from nonmembers under a collective bargaining agreement with a public employer. In its decision, the United States Supreme Court reaffirmed the constitutionality of such fair share fee agreements, originally upheld in Abood vs. Detroit Board of Education. In other cases, Ellis vs. Railway Clerks and Lehnert vs. Ferris Faculty Association, the United States Supreme Court held that certain union expenditures could be charged to fair share fee payers, but that certain others could not be charged.

B. Definitions

Expenses as to the following activities are totally chargeable:

1. Operation and governing of the CFT, including CFT elections.
2. Preparation for, negotiation and administration of collective bargaining agreements.
3. Ratification of collective bargaining agreements.
4. Grievances and arbitrations.
5. Purchasing books, periodicals and reports relating to chargeable activities.
6. Using technicians and professionals in labor law, economics and other subjects for services used in connection with chargeable activities.
7. Publishing those portions of newspapers and newsletters which concern matters for which a union can charge a fair share fee payer, and/or concerning teaching and education generally, professional development, unemployment, job opportunities, award programs and other miscellaneous matters analogous to chargeable de minimis social activity.
8. Mediation, strikes, slow-down and work stoppages as to representation and collective bargaining.
9. The prosecution or defense of litigation as to interpretation or enforcement of collective bargaining agreements or collective bargaining or representational rights.
10. Social and recreational activities open to both members and fair share fee payers.
11. Payments for insurance, medical care, retirement, disability and death-related benefits for persons paid for services in carrying out the representational interest of collective bargaining and contract administration.
12. Operating and administrative costs of the CFT on such as rent, utilities, automobiles, salaries, etc.

Expenses as to the following activities are not chargeable:

1. Voter registration, get-out-the-vote and political campaigns.

CALIFORNIA FEDERATION OF TEACHERS  
NOTES TO STATEMENT OF ALLOCATED CHARGEABLE AND NONCHARGEABLE EXPENSES  
FOR THE YEAR ENDED DECEMBER 31, 2008

NOTE 2 - FAIR SHARE/AGENCY FEES (Continued)

B. Definitions (Continued)

2. Supporting and contributing to charitable or ideological organizations.
3. Supporting and contributing to political organizations and candidates for public office.
4. Supporting and contributing to ideological causes and committees, including ballot measures.
5. Supporting and contributing to activities as to foreign affairs.
6. Members-only benefits.
7. Litigation not related to bargaining unit matters, collective bargaining or representation.
8. Organizing; recruitment of members.
9. Lobbying - federal, state and local.

NOTE 3 - SIGNIFICANT FACTORS AND ASSUMPTIONS USED IN THE ALLOCATION OF EXPENSES  
BETWEEN CHARGEABLE AND NONCHARGEABLE

All expenses were segregated into two classes: direct expenses and indirect expenses. Direct expenses consisted of those expenses for which a clear, measurable relationship to representational activities could be identified. All other expenses were classified as indirect expenses. Management believed that the representational character of indirect expenses was related to direct expenses and, accordingly, that it was appropriate to allocate indirect expenses in proportion to the aggregate allocation percentage derived for the direct expenses. Significant factors and assumptions used in the allocation of the direct expenses are discussed below.

A. Personnel Expenses

Management, representation and support staff who performed the CFT's activities prepared weekly activity reports, which documented the time spent on various representational and nonrepresentational activities. These activity reports were the basis for allocating their salaries and benefits commensurate to the proportion of time spent performing representational work. The salaries and benefits of support employees were allocated on the basis of a weighted average of the proportion of time spent working with the individuals described above. Certain other employees' salaries were allocated on the basis of the character of the job performed.

B. Other Personnel-Related Expenses

These expenses were allocated in proportion to the ratio of aggregate chargeable direct salaries and benefits derived pursuant to the methodology described in Note 3(A) above to total direct salaries and benefits.

C. Travel and Lodging

These expenses were analyzed in order to identify the nature of the activities for which the CFT incurred them and allocated accordingly.

CALIFORNIA FEDERATION OF TEACHERS  
NOTES TO STATEMENT OF ALLOCATED CHARGEABLE AND NONCHARGEABLE EXPENSES  
FOR THE YEAR ENDED DECEMBER 31, 2008

NOTE 3 - SIGNIFICANT FACTORS AND ASSUMPTIONS USED IN THE ALLOCATION OF EXPENSES  
BETWEEN CHARGEABLE AND NONCHARGEABLE (Continued)

D. Mileage Reimbursement

These expenses were allocated in proportion to the time spent by management and representation staff on various representational and nonrepresentational activities as documented in their weekly activity reports.

E. OPEIU Travel Reimbursement

These expenses were analyzed in order to identify the nature of the activities for which the CFT incurred them and allocated accordingly.

F. Financial Assistance to Locals

Local staff funding programs are required by the CFT's constitution. This financial assistance is provided to local unions for the purpose of employing professional staff at the local level to assist with representational activities and is therefore 100% chargeable.

G. Communications and Publications

These expenses were analyzed in order to identify the nature of the activities for which the CFT incurred them and allocated accordingly.

One of the three publications that the CFT produces, which is distributed to both members and fair share fee payers, is included under this category. As a result, the issues of this publication were analyzed and the costs allocated in proportion to the relative space devoted to representational and nonrepresentational matters.

Also, promotional items and public and community relations are considered nonchargeable.

H. Governmental Relations

These expenses were analyzed in order to identify the nature of the activities for which the CFT incurred them and allocated accordingly.

Legislative subscriptions and other legislative-related expenses are by definition nonchargeable.

I. Informational Technology

Professional staff that performed the CFT's informational technology activities prepared weekly activity reports, which documented the time spent on various representational and nonrepresentational activities. These activity reports were the basis for allocating their salaries and salary-related expenses commensurate to the proportion of time spent performing representational work. The salaries of support employees were allocated on the basis of a weighted average of the proportion of time spent working with the individuals previously described.

Other related expenses were analyzed to identify the work that was performed in conjunction with chargeable and nonchargeable activities

CALIFORNIA FEDERATION OF TEACHERS  
NOTES TO STATEMENT OF ALLOCATED CHARGEABLE AND NONCHARGEABLE EXPENSES  
FOR THE YEAR ENDED DECEMBER 31, 2008

NOTE 3 - SIGNIFICANT FACTORS AND ASSUMPTIONS USED IN THE ALLOCATION OF EXPENSES  
BETWEEN CHARGEABLE AND NONCHARGEABLE (Continued)

J. Leadership Development and Training

These expenses were analyzed in order to identify the nature of the activities for which the CFT incurred them and allocated accordingly.

K. Organizing

Organizing expenses are by definition nonchargeable.

L. Research

These expenses were analyzed in order to identify the nature of the activities for which the CFT incurred them and allocated accordingly.

M. Community College Council

These expenses were analyzed in order to identify the nature of the activities for which the CFT incurred them and allocated accordingly.

Two of the three publications that the CFT produces, which are distributed to both members and fair share fee payers, are included under this category. As a result, the issues of these publications were analyzed and the costs allocated in proportion to the relative space devoted to representational and nonrepresentational matters.

N. Council of Classified Employees

These expenses were analyzed in order to identify the nature of the activities for which the CFT incurred them and allocated accordingly.

O. EC/K-12 Council

These expenses were analyzed in order to identify the nature of the activities for which the CFT incurred them and allocated accordingly.

P. Governance

These expenses were analyzed to identify the work that was performed in conjunction with chargeable and nonchargeable activities.

Q. Committees and Task Forces

These expenses were analyzed in order to identify the nature of the activities for which the CFT incurred them and allocated accordingly.

R. Professional Services

These expenses were analyzed to identify the work that was performed in conjunction with chargeable and nonchargeable activities.

CALIFORNIA FEDERATION OF TEACHERS  
NOTES TO STATEMENT OF ALLOCATED CHARGEABLE AND NONCHARGEABLE EXPENSES  
FOR THE YEAR ENDED DECEMBER 31, 2008

NOTE 3 - SIGNIFICANT FACTORS AND ASSUMPTIONS USED IN THE ALLOCATION OF EXPENSES  
BETWEEN CHARGEABLE AND NONCHARGEABLE (Continued)

S. Staff Development

These expenses were analyzed in order to identify the nature of the activities for which the CFT incurred them and allocated accordingly.

T. Miscellaneous

These expenses were analyzed in order to identify the nature of the activities for which the CFT incurred them and allocated accordingly.

U. Raoul Teilhet Scholarship Fund Expenses

These expenses were established to assist some well deserving high school students with funds that will assist them in pursuing their college education and are nonchargeable.

V. Legal Defense Fund Expenses

The CFT's Legal Defense Fund is available to members and fair share fee payers and grants assistance to locals to help protect the rights of teachers, career service personnel and other educational workers, as well as state and local employees. This Fund is administered through a Board of Directors comprised of seven members of the CFT's Executive Council. Direct Legal Defense Fund expenses are considered to be chargeable.

W. Western States Insurance Trust Expenses

These expenses are related to royalties received from various insurance companies for members' participation in various insurance programs and are nonchargeable.

X. Dues Collection Fund Expenses

The CFT collects dues on behalf of various small affiliated local unions who do not have a mechanism in place to collect union dues. This cost is necessary to enable the CFT to collect per capita taxes from these affiliated local unions and is therefore chargeable.

Y. Proposition and Ballot Initiatives COPE Committee Expenses

These expenses are to support state and local ballot initiatives, which the CFT believes further the goals of education and students and are generally nonchargeable.

However, Proposition 92 related expenses directly secures represented employees advantages in wages, hours, and other conditions of employment in addition to those secured through meeting and negotiating with the employer and is therefore chargeable.

Z. COPE Candidate Committee Expenses

These expenses are to support state and local candidates running for public office who further the goals of the CFT and its membership and are therefore nonchargeable.

CALIFORNIA FEDERATION OF TEACHERS  
NOTES TO STATEMENT OF ALLOCATED CHARGEABLE AND NONCHARGEABLE EXPENSES  
FOR THE YEAR ENDED DECEMBER 31, 2008

NOTE 4 - ADJUSTMENT TO EXPENSES

The following adjustment has been made to the total expenses originally reported on the CFT's financial statements as of December 31, 2008:

Total Expenses Per Financial Statements	\$ 21,537,364
Less: Agency Fee Rebates (A)	(67,935)
Administrative Expense Reimbursements and Sale of CFT Pocket Calendars (B)	<u>(479,623)</u>
<u>Total Adjusted Expenses</u>	<u>\$ 20,989,806</u>

- (A) For purposes of this statement, total expenses were reduced by the amount of agency fee rebates the CFT paid to its fair share fee payers.
- (B) For purposes of this statement, total expenses were reduced by the total reimbursed costs for administrative and other services provided by the CFT to various related entities. In addition, cash disbursements for the purchase of CFT pocket calendars were offset by the proceeds from sales. Pocket calendars are considered nonchargeable.