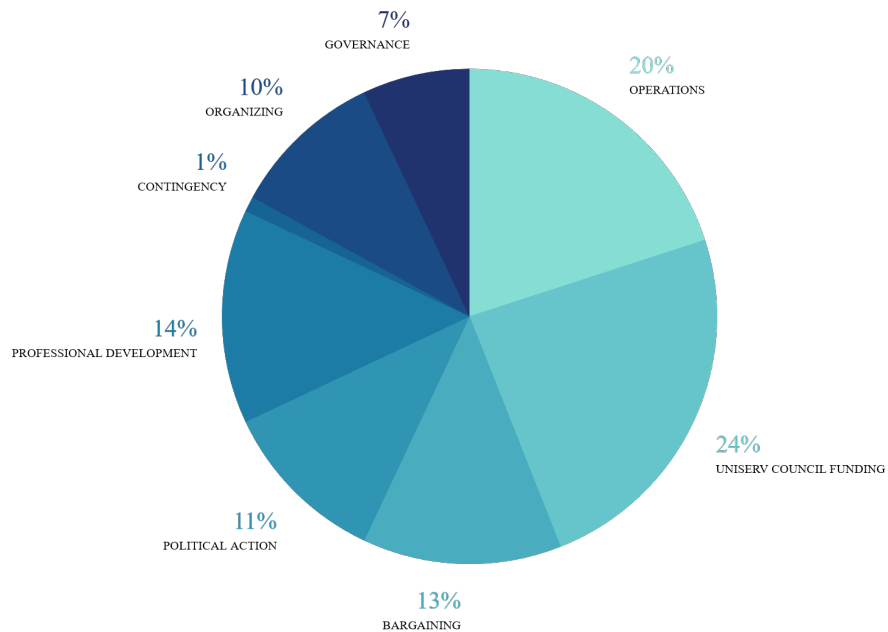


## 2020–21 WEA Dues Dollars



- **UniServ Council Funding: 24%.** Direct Financial Assistance to UniServ Councils.
- **Operations (accounting, technology, human resources, facilities): 20%.** Providing financial and membership management that ensures sound fiscal stewardship, human resource system to advance the work of the association, facilities operation that produces a clean and safe environment, and information technology tools that help leaders and staff communicate and work productively.
- **Professional & Leadership Development: 14%.** Providing assistance to members, councils, local associations and individual schools in developing and implementing strategies for member and school improvement through effective and best educational practices.
- **Bargaining, Grievance, & Legal Protection: 13%.** Assisting affiliates by providing a UniServ Staffing Program, legal resources, communication expertise, training tools and packages, and technical support to members.
- **Political Action / Legislative Work: 11%.** Building visible and lasting bipartisan support from opinion leaders and policy makers for public education and the needs of our members. Includes related communication costs, litigation, and community outreach work.
- **Membership Organizing & Involvement: 10%.** Support the future sustainability of WEA by advocating the value of membership as well as to engage, recruit, and retain leaders and members of WEA through systematic one-on-one organizing.
- **Governance: 7%.** Implementing a governance process that fosters member participation and democratic decision-making through the Representative Assembly, Board of Directors, Executive Committee and other member/staff involvement in policy development.

Figures are updated as of Jan 31, 2021 when the fiscal year 2021 budget as adopted.