

## Examples of Non-Chargeable Activities

- Lobbying unrelated to implementing or effectuating the collective bargaining agreement
- Organizing workers outside of the bargaining unit
- Litigation not directly effecting the nonmembers' bargaining unit - (but some extra-unit litigation is permissible, if it impacts the bargaining unit)
- Union activities not open to nonmember employees
- Portions of union publications relating to matters apart from collective bargaining, contract administration and grievance adjustment
- Public relations activities unrelated to collective bargaining
- Electoral politics, including ballot and bond issues
- Certain costs related to strikes or work stoppages

## Examples of Chargeable Activities

- Preparation and negotiation of collective bargaining agreements
- Administrative, arbitral and court proceedings which have an impact beyond the immediate parties who are involved
- Investigation and research in connection with work-related subjects and issues
- Providing legal, economic and technical expertise on behalf of employees in all work related matters
- Contract administration
- Investigating and processing grievances
- Meetings and conferences within the union and with the affiliates as well as certain meetings with outside groups
- Employee group programs
- Communications with community organizations, civic groups, government agencies and the media regarding positions on work-related matters
- Accident & Liability Insurance - if provided to fair share payers

## Allocating Combined Expenses Between Chargeable and Non-Chargeable

- Salaries
- Fringe Benefits, Payroll, Other Taxes
- Severance and Vacation Pay
- Travel and Related Expenses
- Publications
- Mass and Electronic Media Information Services