

UNITE FIGHT WIN



2026 Annual Report

SEIU LOCAL
509

Leadership Report

Over the last year, we've seen what happens when members organize their worksites both in and out of a contract cycle.

We're proud to share that member turn-out has continued to increase across the local! **Family child care providers** have been advocating at the State house to raise rates, rallying with members and community groups for a strong contract. **Public sector workers** have gathered signatures, hit the streets with informational pickets, advocated at the State House, and called out bad bosses – all while preparing for the state contract fight up ahead. **Private sector human service and elder service workers** have packed bargaining rooms and stayed strong during long negotiation sessions to win their contracts, and **higher education** workers defended their rights and won contracts that include protections for international workers.

These fights all presented different opportunities to develop organizing skills and make our voices heard. Our **AFRAM, IPC, Lavender, AAPI, and Latinx caucuses** have also been building power by creating spaces where members can connect their experiences at work with the broader issues affecting their communities.

Many of our union siblings have experienced hardship as the federal government continues its attacks on immigrant communities. We are proud of the work the local has done to stand with our members and their loved ones who are impacted by this year's TPS ruling. We will continue to show that SEIU 509 fights back when our work and our communities are under attack.

One of the biggest victories this year came when we helped defeat the right-wing multimillionaire-backed ballot question that would have drained funding from the public services our members provide. We partnered with other labor unions and community groups as part of the Save Our State Coalition, and that fight made clear that Local 509 has a stake in the decisions that determine whether our public services have the resources they need to serve our communities. It was a powerful demonstration of what happens when communities organize around a shared vision.

In the years ahead, we'll continue to face challenges to ensure that public dollars are invested in the agencies and programs where our members work. Health and human services will face revenue shortages that could impact programming, wages, and workloads. **Replacing that lost revenue and protecting the life-saving work our members do will be a mission that our union is uniquely positioned to fight for.**

The organizing we've done across the state has shown that Local 509 members are prepared for that fight, and that member participation is how we'll win. Our task now is to continue to build on that momentum. That means making sure every member knows that they have a role to play in the fights ahead. **We're stronger together.**



Dave Foley, President



Kara Goodier, Treasurer



Cynthia Davis, Recording Secretary

Public Sector

Members in the public sector have been preparing for their next contract bargaining campaign! They've had organizing conversations with their co-workers, filled out surveys, and have built a strong bargaining committee that's ready to get to work and win a strong contract.



DESE & DCF members *PURPLE UP* at work!



Contract Bargaining Committee Kick-off





Members across state agencies organized statewide actions to improve their working conditions. **DTA, DCF, and DMH** held informational pickets and other actions to draw attention to issues our members face at work, ranging from overtime pay to understaffing. **CCJ** members advocated for legislation at the State House for fairness in retirement.

DMH members held a picket in Brockton to call out a bad boss and highlight a recent victory where the Massachusetts Department of Labor Relations ruled that management had participated in retaliatory and intimidating behavior.



Private Sector Human Services & Elder Services



It's been a year of big wins and big fights in the private sector! From wage increases to improved benefits, our members have shown up strong at the bargaining table.



MAB workers are fighting for their first contract!

Congratulations to our members at:

Bridgewell
Community Servings
Latham
Mystic Valley Elder Services
Elder Services Berkshire County
Eliot
Coastline Elder Services
RCFC
Highland Valley Elder Services
CMHS
Thrive
Elder Services Cape Cod & Islands
Tapestry
CSO



*Solidarity wins!
Elder Services of Cape Cod & Islands*

100%

of the bargaining unit at
ESCCI signed a petition
demanding fair wages.

28

members showed up to
bargain on a Friday night.

Over

50%

of the bargaining unit was
represented during negotiations.

When we fight, we win!



BCL member

PURPLE UP!

Day of Action

Strong contracts aren't just about wages. Our members also won improvements to benefits and fought off management takebacks.

Education & Professional Development

- \$6,000 annually in tuition assistance at **Community Servings**
- Improved tuition reimbursement & licensure wages at **Latham**
- Up to \$2,000 annually for continuing medical education at **Tapestry**
- Paid opportunities for special projects and staff development at **RCFC**
- Bilingual differential at **Coastline**

Retirement

- Employer contribution increase at **Eliot**
- **Tapestry**: 401k match increase

Time off

- Fought back against sick time reduction at **Coastline**
- Stronger PTO language at **RCFC**
- Increased vacation time cash-out at **Bridgewell**
- No more caps on sick time accrual at **Community Servings**

We fought off management's proposed changes...

BRIDGEWELL

X Management wanted to increase healthcare deductibles.

LATHAM

X Management proposed excluding per diem nurses from wage increases, so we fought for a bonus.

ESCCI

X Management pushed for a high-deductible HSA plan that would have left many without employer funding for their healthcare.

...and we won!



When our members at Community Healthlink learned that the agency was closing programs, they sprang into action. They met with elected officials, rallied at City Hall, and organized other actions to make their voices heard.

Their message to CHL was clear: **all services must continue without interruption, and any successor agency must recognize their union.**



Higher Education

LESLEY ADJUNCTS

After nine months of hard bargaining, Lesley adjunct faculty reached a tentative agreement in December 2025 that includes substantial improvements to their wages and working conditions.

- Wage increases with the highest increases going to the lowest-paid adjuncts
- Stronger academic freedom protections
- Grieveable nondiscrimination language
- Support for faculty going through gender transition

TUFTS POP

Professors of the Practice at Tufts ratified their first union contract that includes:

- Wage increases
- New ranks, creating more opportunities for promotion-based raises in the future
- Paid research leave for junior faculty
- Robust article on international workers' rights, including guaranteed employer sponsorship and cost coverage for visa and green card fees



BU ResLife

BU ResLife workers won an arbitration that ensures RAs can hold additional on-campus jobs while continuing to support their campus communities. They can no longer be prohibited from working more than 20 hours per week on campus.





After nearly two years of stalled bargaining, Lesley University core faculty voted overwhelmingly to launch a two-day strike. The strike garnered the support of elected officials, community groups, students, and labor allies. After many additional hours at the bargaining table, they settled a contract that includes wage increases, greater investment in faculty, and more manageable workloads for faculty.



Family Child Care

Family child care providers showed up strong at the State House this year to fight for better wages and increase access to vouchers.

After winning more funding for vouchers, they gathered over 1,000 signatures in support of their fight for fair rate increases, hosted a Budget Advocacy Day, and organized a rally to highlight their contract demands. The fight for fair wages continues, and they're making their voices heard!



Political & Community Work



*We're proud of the work our members did to support SEIU 509 member leader **Celina Reyes** in her win for State Representative in Lawrence and Methuen!*



When our communities are under attack, Local 509 members

stand up, fight back!

Fighting the Mass High Tech Council to Protect Human Services

We successfully fought off a ballot question proposal backed by right-wing multi-millionaires that would have lowered the state income tax and gutted billions in funding for social services and schools in Massachusetts.

Along with community groups and other labor unions, we organized rallies, pressured institutions to drop their membership in the Mass. High Tech Council, took on a legal challenge that questioned the misleading nature of the proposed language, and won!

The PROTECT Act: Standing with Immigrant Communities

We shared testimony at the State House in support of the PROTECT Act, which establishes meaningful protections for immigrant communities across Massachusetts.

The PROTECT Act was signed into law in early August.

Agency fee letter and financials for the
current year

Submitted by:
Kara Goodier, Treasurer





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Annual Notice to Private Sector Human Services and Higher Education Bargaining Unit Members Regarding 2024-2025 Agency Fee Calculations and Procedures

Dear Local 509 Bargaining Unit Member:

Welcome to the Massachusetts Union for Human Service Workers & Educators, SEIU Local 509! Your work is represented by Local 509- and, if you have not done so already, we hope that you will choose to become a member.

Membership in Local 509 gives you a voice in decisions that affect your job. Membership rights include participating in meetings and decisions, electing stewards and officers, and even running for union office yourself. Private Sector employees who are not members are not permitted to participate in contract ratification votes.

Under the terms of the collective bargaining agreement in effect between your employer and the union, you are obligated as a condition of employment either to become a member of the union within 30 days of the effective date of the contract or your date of hire, whichever is later, and to remain a member, or to pay fees to the union equal to periodic dues. Some contracts also provide for charitable contributions in lieu of these fees. If you elect or have elected not to join the union, and thus have limited your obligation to the union to the payment of fees equal to periodic dues, you have the further right to object to providing financial support to union activities not germane to collective bargaining. If you choose not to become or to remain a member of the union and you object to supporting union activities not germane to collective bargaining, the union will reduce your fee to a “fair share” amount that corresponds to the percentage of the union’s total expenditures that are germane to collective bargaining.

In **Private Sector Human Services**, for the most recent period, the fair share fee amounted to **75.38%** of the periodic dues, which would set your fee at **1.13%** of your weekly earnings. In **Private Sector Higher Education**, for the most recent period, the fair share fee amounted to **77.91%** of the periodic dues, which set your fee at **1.17%** of the weekly earnings.

The fair share fee reflects your share of the Union’s expenditures for collective bargaining, grievances and arbitrations, contract administration and representation, as well as other matters germane to collective bargaining and that may insure to the benefit of employees in your bargaining unit. Expenditures in the following categories of activity have been treated as chargeable in calculating the fair share fee:

1. Gathering information from employees concerning collective bargaining proposals.
2. Gathering information in preparation for the negotiation of collective bargaining agreements.
3. Negotiating collective bargaining agreements.
4. Adjusting grievances and conducting arbitrations pursuant to collective bargaining agreements.

DAVID FOLEY
President

KARA GOODIER
Treasurer

CYNTHIA DAVIS
Recording Secretary



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5. Conducting ratification proceedings for negotiated agreements.
6. Providing information on negotiations, or on provisions in collective bargaining agreements, as well as on matters relating to representation in the collective bargaining process and contract administration.
7. Purchasing books, reports, and advance sheets used in matters relating to representation in the collective bargaining process and contract administration.
8. Paying technicians and professionals in labor law, economics, and other subjects for services used in (a) negotiating and administering collective bargaining agreements, and (b) processing grievances and conducting arbitrations.
9. Opposing efforts by other unions and organizing committees to gain representations rights in units represented by the union.
10. Participating in proceedings regarding the jurisdiction of the union.
11. Publishing those portions of newspapers and newsletters, which relate to bargaining and representation.
12. Participating in lawful impasse procedures, and fact-finding, mediation, arbitration, and economic action intended to secure favorable collective bargaining agreement and favorable resolution of grievances.
13. Prosecuting and defending litigation or charges before administrative agencies relating to ratification, interpretation, or enforcement of collective bargaining agreement.
14. Supporting and paying affiliation fees to SEIU and subordinate bodies of the SEIU to extent that support and fees have been determined by SEIU to be germane to the union's representation activities.
15. Prosecuting and defending litigating or charges relating to concerted activity, the duty of fair representation and collective bargaining, as well as collective bargaining agreements and any other chargeable activities.
16. Providing social and recreational activities open to all represented employees.
17. Organizing in support of collective bargaining in labor markets where SEIU already represents workers.
18. Governing the union and conducting union elections.
19. Conducting general membership meeting and conventions.

In calculating the fair share fee, the Union did not include any share of expenditures relating to a number of activities, including the following:

1. Training in or actual voter registration, get-out-the-vote, and political campaigns.
2. Supporting and contributing to charitable organizations
3. Supporting and contributing to political organizations and candidates for public office.
4. Supporting and contributing to ideological causes and committees.
5. Supporting and contributing to activities relating to foreign affairs.
6. Providing benefits available only to members.

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7. Litigation not related to collective bargaining or to the union's functions as an exclusive representative.

Immediately following this notice are financial documents, and the report by an independent Certified Public Accountant verifying the auditing of the union's expenditures, setting forth the union's major categories of expenditures, the percentage of each category which is attributable to activities being charged as the fair share of the expenses, and the percentage of each category attributable to activities as to which fair share fee payers are not being charged any share of the expenses.

If you elect to limit your obligation to the union to the payment of fees or charitable contributions, you will lose all the rights of union membership, including the right attend union meetings, the right to vote for union officers, and the right to take advantage of other privileges of membership, include a low interest union credit card, legal services plan and travel and insurance benefits. The fair share fee reflects your share of the Union's expenditures for collective bargaining, grievances, and arbitrations, contract administration and representation, as well as other matters germane to collective bargaining that may inure to the benefit of employees in your bargaining unit.

Moreover, we believe that the more workers who elect full union membership the greater the strength to improve your wages, hours, and other working conditions through collective bargaining with your employers. However, if you elect to limit your obligation to the union to the payment of fees equal to periodic dues, or if you object to providing financial support to union activities not germane to collective bargaining, the union will nevertheless continue to fairly represent you.

Even if you choose to limit your obligation to the union to the payment of fees, we believe that all of the union's expenditures, both those germane and those not germane to collective bargaining, benefit you. For example, the union may support the extension of family and medical leave requirements through legislation rather than through collective bargaining. This would benefit all workers. We therefore believe that it is in your interest not to object to supporting financially all of the union's activities.

If you nevertheless wish to limit your obligations to the union to the payment of a fair share fee or charitable contribution, you must do so in writing by mailing notice of your objection to Treasurer, SEIU Local 509 at 293 Boston Post Road West, 4th Floor Marlborough MA 01742. You should include your name, address, social security number, employer, and work location. If you object to providing financial support to union activities not germane to collective bargaining and wish to pay only the fair share fee, you should include the word "objector" in your notice. Your objection must be postmarked no later than 30 days after the date that you receive this notice in order to be valid. You also have the right to challenge the amount of the fair share fee.

If you file a challenge, the union will place into an interest-bearing escrow account the portion of the fair share fees collected from you that is reasonable in dispute.

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The Union participates in a procedure through the American Arbitration Association under which a reasonably prompt decision will be rendered by an independent decision-maker on all challenges to the amount of the fair share fee. The Arbitrator will be selected by the American Arbitration Association. All challenges will be consolidated for a single hearing.

The Arbitrator will have authority to determine if the amount of the fair share fee is correct and to order any adjustments therein, if necessary, and to order that the funds being held in the interest-bearing escrow account be distributed in accordance with the Arbitrator's

opinion. The arbitration will be scheduled and conducted in accordance with the American Arbitration Association Rules and Regulations. The Arbitrator's fees and expenses will be paid by the Union. If you file a challenge, you may be represented at the arbitration hearing, but will be responsible for your own expenses for representation at the hearing.

If you wish to challenge the calculation of your fair share fee as described above, you must do so in writing by mailing notice of your challenge to Treasurer, SEIU Local 509, 293 Boston Post Road West, 4th Floor, Marlborough, MA 01752. You should include your name, address, social security number, employer, and work location, as well as the word "challenge". Your challenge must be postmarked no later than 30 days after receiving this notice.

In Unity,

Kara Goodier

SEIU Local 509 Treasurer

DAVID FOLEY
President

KARA GOODIER
Treasurer

CYNTHIA DAVIS
Recording Secretary

Report of the SEIU Local 509 Trustees

September 17, 2026

Submitted by Michael Grunko, Chairperson, on behalf of the Trustees

The three Trustees meet monthly with the Treasurer and the Director of Finance to examine the financial statements and review the current and future financial viability of the union.

The Trustees also hire the accounting firm that provides the annual certified audit of the Local.

It has been the practice that every 3 to 5 years the Trustees request proposals from new CPA firms for the audit contract. We then select a new auditor so that “fresh eyes” will bring members the greatest assurance possible that the Local’s finances are in good order. This year we moved our audit to the CPA firm of Novak Francella, LLC.

We are pleased to present the attached audit for FY 2025. The opinion of the auditors is that Local 509’s finances are in good order. Please read it.

Last November Brian Castellanos, from the DCF Chapter, and I were re-elected as trustees. We welcomed Nina Kammerer, a retiree member from the Higher Education Chapter, as the third trustee.

This year brought major changes to the leadership and staff of the union’s financial office. Kara Goodlier was elected Treasurer and Jay Heelon was hired as the new Director of Finance. They faced a daunting task of putting together the 2026 budget proposal without the help of the predecessor in either of their positions.

We can confirm that they, with the help of staff accountants Joyce Liu and Mary Townsend, produced the 2026 budget and, at the same time, revised the structure of the budget document to better reflect our Local’s current organization and priorities. The revised and more easily understood format is an important step not only for leadership and the financial team, but also for JEB members, who have the annual responsibility of reviewing and approving 509’s budget.

The 2026 budget included major increases, as proposed by President Dave Foley, in the number of staff, both in the field and in the office. Growth in 509 membership allowed for this expansion.

Jean Zucker is the most recent addition to the accountants on the finance team. Her experience and energy are welcomed.

Trustee Castellanos has proposed that Trustees engage with the strategic planning for our union’s future.

We are pleased to report that our union stands on solid financial ground and has the resources to advance the interests of the members and the communities they serve.

**LOCAL 509, SERVICE EMPLOYEES
INTERNATIONAL UNION**

FINANCIAL STATEMENTS

DECEMBER 31, 2025

**LOCAL 509, SERVICE EMPLOYEES
INTERNATIONAL UNION**

FINANCIAL STATEMENTS

**DECEMBER 31, 2025
(WITH COMPARATIVE TOTALS FOR DECEMBER 31, 2024)**

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INDEPENDENT AUDITOR'S REPORT

To the Trustees of
Local 509, Service Employees International Union

Opinion

We have audited the financial statements of the Local 509, Service Employees International Union (the Local), which comprise the statement of financial position as of December 31, 2025, and the related statements of activities, functional expenses and cash flows for the year then ended, and the related notes to the financial statements.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of Local 509, Service Employees International Union as of December 31, 2025, and the changes in its net assets and its cash flows for the year then ended, in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinion

We conducted our audit in accordance with auditing standards generally accepted in the United States of America. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Local and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Local's ability to continue as a going concern within one year after the date that the financial statements are available to be issued.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with generally accepted auditing standards will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements, including omissions, are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with generally accepted auditing standards, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Local's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Local's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control related matters that we identified during the audit.

Report on Summarized Comparative Information

The financial statements of the Local as of December 31, 2024, were audited by other auditors whose report dated August 22, 2025, expressed an unmodified opinion on those financial statements. In our opinion, the summarized comparative information presented herein as of and for the year ended December 31, 2024, is consistent, in all material respects, with the audited financial statements from which it has been derived.

Norak Francella LLC

Boston, MA
September 2, 2026

LOCAL 509, SERVICE EMPLOYEES INTERNATIONAL UNION

STATEMENT OF FINANCIAL POSITION

DECEMBER 31, 2025

(WITH SUMMARIZED COMPARATIVE TOTALS AS OF DECEMBER 31, 2024)

	Without Donor Restriction 2025	With Donor Restrictions 2025	Totals 2025	Totals 2024
ASSETS				
CURRENT ASSETS				
Cash and cash equivalents	\$ 13,136,826	\$ 5,082,757	\$ 18,219,583	\$ 14,716,641
Prepaid expenses	299,689	-	299,689	301,586
Dues receivable	882,664	-	882,664	902,203
Accrued interest	21,801	-	21,801	29,771
Other receivables	111,050	-	111,050	89,383
Investments - at fair value				
Certificates of deposit	1,906,191	-	1,906,191	1,631,930
Investment cash	1,007,085	-	1,007,085	1,169,965
Total current assets	17,365,306	5,082,757	22,448,063	18,841,479
PROPERTY AND EQUIPMENT - at cost				
Equipment	276,586	-	276,586	151,889
Furniture & fixtures	315,590	-	315,590	315,590
Leasehold improvements	764,163	-	764,163	764,163
Software	255,998	-	255,998	255,998
	1,612,337	-	1,612,337	1,487,640
Less accumulated depreciation	(1,348,625)	-	(1,348,625)	(1,251,168)
Net property and equipment	263,712	-	263,712	236,472
OTHER ASSETS				
Employee health reimbursement funding	354,107	-	354,107	354,107
Operating lease right-of-use asset	638,986	-	638,986	971,283
Security deposit	2,235	-	2,235	2,235
Total other assets	995,328	-	995,328	1,327,625
Total assets	<u>\$ 18,624,346</u>	<u>\$ 5,082,757</u>	<u>\$ 23,707,103</u>	<u>\$ 20,405,576</u>
LIABILITIES AND NET ASSETS				
LIABILITIES				
Accounts payable and accrued expenses	\$ 964,312	\$ -	\$ 964,312	\$ 873,501
Accrued payroll and benefits	1,038,194	-	1,038,194	1,018,301
ROU lease liability - current	433,017	-	433,017	381,765
ROU lease liability - remaining	221,296	-	221,296	700,934
Total liabilities	2,656,819	-	2,656,819	2,974,501
NET ASSETS				
Without donor restrictions	15,967,527	-	15,967,527	14,077,412
With donor restrictions	-	5,082,757	5,082,757	3,353,663
Total net assets	15,967,527	5,082,757	21,050,284	17,431,075
Total liabilities and net assets	<u>\$ 18,624,346</u>	<u>\$ 5,082,757</u>	<u>\$ 23,707,103</u>	<u>\$ 20,405,576</u>

See accompanying notes to financial statements.

LOCAL 509, SERVICE EMPLOYEES INTERNATIONAL UNION

STATEMENT OF ACTIVITIES

YEAR ENDED DECEMBER 31, 2025
(WITH COMPARATIVE TOTALS FOR THE YEAR ENDED DECEMBER 31, 2024)

	Without Donors Restriction 2025	With Donor Restrictions 2025	Total 2025	Total 2024
CHANGE IN NET ASSETS WITHOUT DONOR RESTRICTIONS				
REVENUE				
Dues	\$ 18,845,020	\$ -	\$ 18,845,020	\$ 17,236,504
COPE contributions		395,626	395,626	357,908
Agency fees	167,329	-	167,329	147,749
MOU income	-	2,000,000	2,000,000	-
Rental income	9,000	-	9,000	9,950
Other income	12,637	-	12,637	111,365
Loss on sale of fixed asset	(749)	-	(749)	-
Investment income				
Unrealized (loss) on investments	(11,821)	-	(11,821)	-
Realized gain on investments	15,263	-	15,263	384
Interest income	666,368	-	666,368	623,625
Total revenue	19,703,047	2,395,626	22,098,673	18,487,485
NET ASSETS RELEASED FROM RESTRICTIONS	666,532	(666,532)	-	-
EXPENSES				
Program expenses	14,524,894	-	14,524,894	12,957,987
General and administrative	3,954,570	-	3,954,570	3,267,428
Total expenses	18,479,464	-	18,479,464	16,225,415
CHANGE IN NET ASSETS	1,890,115	1,729,094	3,619,209	2,262,070
NET ASSETS				
Beginning of year	14,077,412	3,353,663	17,431,075	15,169,005
End of year	<u>\$ 15,967,527</u>	<u>\$ 5,082,757</u>	<u>\$ 21,050,284</u>	<u>\$ 17,431,075</u>

See accompanying notes to financial statements.

LOCAL 509, SERVICE EMPLOYEES INTERNATIONAL UNION

STATEMENT OF FUNCTIONAL EXPENSES

YEARS ENDED DECEMBER 31, 2025
(WITH COMPARATIVE TOTALS FOR THE YEAR ENDED DECEMBER 31, 2024)

	Program Expenses						Total	Total
	Representational Activities	Political Activities	Affiliation Fees	Charitable Activities	Overhead	Administration	2025	2024
Salaries and wages	\$ 4,742,322	\$ 899,568	\$ -	\$ -	\$ 851,688	\$ 761,006	\$ 7,254,584	\$ 6,479,407
Payroll taxes and benefits	2,603,811	493,915	-	-	467,626	417,837	3,983,189	3,371,374
Arbitrations	102,504	-	-	-	-	-	102,504	57,732
Chapter expenses	35,918	-	-	-	-	-	35,918	41,027
Conferences, meetings and travel	56,574	10,731	-	-	10,160	9,079	86,544	90,954
Consultants	337,253	73,608	-	14,279	59,415	86,307	570,862	337,139
COPE	-	103,675	-	-	-	-	103,675	166,193
Depreciation	57,778	12,611	-	2,446	10,179	14,786	97,800	83,657
Donations	-	-	-	326,461	-	-	326,461	66,065
Elections	-	-	-	-	-	78,084	78,084	2,260
Insurance	43,902	9,582	-	1,859	7,734	11,236	74,313	84,545
Legal	-	-	-	-	-	578,533	578,533	503,518
Meetings	101,857	22,231	-	4,312	17,944	26,068	172,412	143,749
Member benefits	231,824	50,597	-	9,815	40,841	59,327	392,404	625,488
Negotiations	8,412	-	-	-	-	-	8,412	42,374
Occupancy	241,911	52,799	-	10,242	42,618	61,909	409,479	425,459
Office supplies	262,468	57,286	-	11,112	46,240	67,169	444,275	433,698
Officers' and stewards' expense	21,617	4,100	-	-	3,882	3,469	33,068	65,871
Per capita	-	-	2,987,646	-	-	-	2,987,646	2,706,473
Political contributions	-	144,465	-	-	-	-	144,465	58,241
Postage and shipping	80,429	17,554	-	3,405	14,169	20,584	136,141	65,059
Professional fees	-	-	-	-	-	102,905	102,905	99,480
Staff expenses	27,187	5,157	-	-	4,883	4,362	41,589	29,045
Telephone	83,934	18,319	-	3,554	14,787	21,479	142,073	143,019
Travel and automobile	112,520	21,344	-	-	20,208	18,056	172,128	103,588
Total	<u>\$ 9,152,221</u>	<u>\$ 1,997,542</u>	<u>\$ 2,987,646</u>	<u>\$ 387,485</u>	<u>\$ 1,612,374</u>	<u>\$ 2,342,196</u>	<u>\$ 18,479,464</u>	<u>\$ 16,225,415</u>

See accompanying notes to financial statements.

LOCAL 509, SERVICE EMPLOYEES INTERNATIONAL UNION

STATEMENTS OF CASH FLOWS

YEARS ENDED DECEMBER 31, 2025 AND 2024

	<u>2025</u>	<u>2024</u>
CASH FLOWS FROM OPERATING ACTIVITIES		
Increase in net assets	\$ 3,619,209	\$ 2,262,070
Adjustments to reconcile increase in net assets provided by operating activities:		
Depreciation	97,800	83,657
Operating lease right-of-use asset	332,297	403,005
Loss on disposal of fixed assets	749	-
(Increase) decrease in assets		
Realized gain on sale of investments	(15,263)	(384)
Unrealized loss on investments	11,821	-
Prepaid expense	1,897	(6,578)
Dues receivable	19,539	(30,776)
Accrued interest	7,970	(29,771)
Other receivables	(21,667)	4,970
Employee health reimbursement funding	-	(111,753)
Increase (decrease) in liabilities		
Right-of-use operating lease liability	(428,385)	(418,048)
Accounts payable and accrued expenses	90,811	325,799
Accrued payroll and benefits	19,893	170,234
Deferred rent	-	(41,291)
Net cash provided by operating activities	<u>3,736,671</u>	<u>2,611,134</u>
CASH FLOWS FROM INVESTING ACTIVITIES		
Proceeds on sale of investments	-	199,000
Proceeds on sale of fixed assets	451	-
Purchase of investments	(270,821)	(486,978)
Purchase of fixed assets	<u>(126,239)</u>	<u>(31,348)</u>
Net cash (used for) investing activities	<u>(396,609)</u>	<u>(319,326)</u>
NET INCREASE IN CASH AND CASH EQUIVALENTS	3,340,062	2,291,808
CASH AND CASH EQUIVALENTS		
Beginning of year	<u>15,886,606</u>	<u>13,594,798</u>
End of year	<u><u>\$ 19,226,668</u></u>	<u><u>\$ 15,886,606</u></u>

See accompanying notes to financial statements.

**LOCAL 509, SERVICE EMPLOYEES
INTERNATIONAL UNION**

NOTES TO THE FINANCIAL STATEMENTS

DECEMBER 31, 2025 AND 2024

NOTE 1. ORGANIZATION AND TAX STATUS

Local 509, Service Employees International Union (the Local) is a Massachusetts, non-profit unincorporated association organized under the constitution of the Service Employees International Local (the SEIU), dated in 1922. The Local was formed to organize and unite all workers, eligible for membership herein, for their mutual advancement, both socially and economically, eradicate discriminatory practices by employers and society at large, foster the value of a public commitment for human services and education and to promote and encourage the involvement of members in the political process, including elections and other forms of political activities.

The Local collects voluntary contributions from active and retired members to be used for political and legislative activities. The Committee on Political Education (COPE) endeavors to hold politicians accountable at every level of government and help the Local build political power to win strong contracts, better benefits and pass laws to protect jobs.

The Local is an affiliate of the SEIU, headquartered in Washington, D.C. The Local abides by the constitution of the SEIU, and the SEIU has the right to trustee the Local for failure to uphold the constitution.

The Local has been granted exemption from federal income tax under Section 501(c)(5) of the Internal Revenue Code.

Accounting principles generally accepted in the United States of America require management to evaluate tax positions taken by the Local and recognize a tax liability if the Local has taken an uncertain tax position that more likely than not would not be sustained upon examination by the Internal Revenue Service and/or state taxing authorities. The Local is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

NOTE 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of Accounting - The financial statements are prepared using the accrual basis of accounting in accordance with accounting principles generally accepted in the United States of America. Accordingly, revenues and gains are reported when earned and expenses and losses are recorded when incurred. Membership dues are treated as exchange transactions.

NOTE 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

Basis of Presentation - The Local reports information regarding its financial position and activities according to two classes of net assets that are based upon the existence or absence of restrictions on use placed by its donors, net assets with donor restrictions and net assets without donor restrictions. Net assets are classified as net assets without donor restrictions and with donor restrictions. Net assets are generally reported as net assets without donor restrictions unless assets are received from donors with explicit stipulations that limit the use of the asset. The COPE Fund has net assets with donor restrictions.

Net assets without donor restrictions are resources available to support operations and are not subject to donor imposed restrictions. The only limits on the use of net assets without donor restrictions are the broad limits resulting from the nature of the organization, the environment in which it operates, the purposes specified in its corporate documents, and its application for tax-exempt status. The governing board has designated a portion of net assets without donor restrictions as net assets designated for certain purposes.

Net assets with donor restrictions are subject to donor-imposed restrictions. Some donor-imposed restrictions are temporary in nature, such as those that will be met by the passage of time or other events specified by the donor. Other donor-imposed restrictions are perpetual in nature, where the donor stipulates that resources be maintained in perpetuity. The Local's unspent contributions are reported in net assets with donor restrictions if the donor limits their use. Contributions of property and equipment or cash restricted to acquisition of property and equipment are reported as net assets with donor restrictions if the donor has restricted the use of the property or equipment to a particular program. The COPE Fund, Reimbursement Trust Fund, Student Loan Debt Relief Fund, and Emergency Fund are considered net assets with donor restrictions. These restrictions expire when the assets are placed in service.

Cash and cash equivalents - Cash is considered to be the amounts available for immediate withdrawal from the bank accounts and the Insured Cash Sweep (ICS) accounts held. For purposes of the statement of cash flows, the Local included investment cash to be a cash equivalent.

Accounts Receivable - Accounts receivable consists primarily of membership dues. The Local considers all accounts receivable to be fully collectible; therefore, no allowance for uncollectible losses has been established.

Property and Equipment - Property and equipment are carried at cost. Major additions are capitalized, while replacements, maintenance, and repairs which do not improve or extend the lives of the respective assets are expensed currently. Depreciation is computed over the estimated useful lives of the related assets by the straight-line method. Depreciation expense was \$97,800 and \$83,657 for the years ended December 31, 2025 and 2024, respectively.

NOTE 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

Investment Valuation and Income Recognition - Certificates of deposit are carried at cost plus accrued interest, which approximates fair value. Investment cash is carried at fair value as reported by the investment broker. Unrealized gains and losses on investments are included in the change in net assets in the accompanying statements of activities. Purchases and sales of securities are recorded on trade-date basis. Interest income is recorded on the accrual basis. Dividends are recorded on the ex-dividend date. Net appreciation of investments includes the Local's gains and losses on investments bought and sold as well as held during the year.

Estimates - The preparation of financial statements requires management to make estimates and assumptions that affect the reported amounts and disclosures in the financial statements. Actual results may differ from those estimates.

Leases - The Local is required to recognize a right-of-use model (ROU) asset and lease liability on the statement of financial position for all leases with a term longer than twelve months. ROU assets represent the lessee's right to control the use of the leased asset during the lease. Leases will be classified as finance or operating, with classification affecting the pattern and classification of expense recognition in the statement of activities. Lease liabilities represent the present value of the future lease payments over the expected lease term. The present value of the lease liability is determined using the incremental borrowing rate at the lease inception. Over the lease term, the Local uses the effective interest rate method to account for the lease liability as lease payments are made and the ROU asset is amortized into expenses in a manner that results in a straight-line expense recognition in the statement of activities. As of December 31, 2025 and 2024, the Local has determined that the leases identified include operating leases.

Reclassification - Certain reclassifications have been made to prior year amounts to conform to the current year presentation.

NOTE 3. MOU INCOME AND DONOR RESTRICTED CASH

Reimbursement Trust Fund - In December 2020, the Local signed a Memorandum of Understanding ("MOU"), also known as the Reimbursement Trust Fund, with the Massachusetts Department of Early Education and Care ("EEC") in the amount of \$3,000,000, retroactive to July 1, 2019. The funds are to be used to provide assistance for expenses for active Family Child Care Providers in the bargaining unit that made the contributions only. The Local is required to provide quarterly reports to the EEC's General Counsel detailing the use of the funds. An additional MOU was signed in 2024 for an additional \$3,000,000, of which \$2,000,000 was received during 2025. The total funds received as of December 31, 2025 were \$5,000,000. During the years ended December 31, 2025 and 2024, \$431,593 and \$608,771 of funds were expended, respectively. The Fund earned \$118,087 and \$76,848 of interest during the years ended December 31, 2025 and 2024, respectively.

NOTE 3. MOU INCOME AND DONOR RESTRICTED CASH (continued)

Student Loan Debt Relief - In March 2020, the Local received \$1,000,000 in funds from the Commonwealth of Massachusetts to be used to provide student loan debt relief to bargaining unit members. During each of the years ended December 31, 2025 and 2024, \$0 of funds were expended. These funds earned \$35,682 and \$40,406 of interest during the years ended December 31, 2025 and 2024, respectively.

EEOC Fund - The EEC Chapter (formerly the OFC Chapter) established this fund to provide assistance to members in need by providing grants or loans. It is administered by the EEC Chapter Board. As of December 31, 2025 and 2024, \$0 and \$300 of funds were expended, respectively. These funds earned \$2,352 and \$2,028 of interest during the years ended December 31, 2025 and 2024, respectively. The Fund is funded by a \$0.25 deduction in dues per member per week.

COPE Fund - The Committee On Political Education (COPE) is part of SEIU Local 509 and serves as our political action fund. Money contributed to COPE goes directly toward electing pro-worker, pro-labor legislators as well as working for or against ballot measures that would affect our members.

The following represents a reconciliation of cash and restricted cash that sums to the total of cash and restricted cash on the Statements of Cash Flows:

	2025	2024
Cash and cash equivalents	\$ 13,136,826	\$ 11,352,057
Restricted cash - Reimbursement Trust Fund	3,134,628	1,448,134
Restricted cash - Student Loan Debt Relief	917,539	881,857
Restricted cash - EEOC Fund	13,273	10,921
Restricted cash - COPE Fund	1,017,317	1,023,672
Cash and cash equivalents and restricted cash	18,219,583	14,716,641
Investment cash	1,007,085	1,169,965
Total cash	<u>\$ 19,226,668</u>	<u>\$ 15,886,606</u>

NOTE 4. BOARD-DESIGNATED FUNDS

Net assets without restrictions includes \$1,500,000 and \$1,250,000 as of December 31, 2025 and 2024, respectively, which the Board of Directors has designated toward strike funds.

NOTE 5. MULTIEMPLOYER DEFINED BENEFIT PENSION PLAN

The Local contributes to a multiemployer defined benefit pension plan under the terms of a participation agreement that covers its employees. The risks of participating in multiemployer defined benefit pension plans are different from single-employer plans in the following aspects:

NOTE 5. MULTIEMPLOYER DEFINED BENEFIT PENSION PLAN (continued)

- a. Assets contributed to the multiemployer defined benefit pension plan by one employer may be used to provide benefits to employees of other participating employers.
- b. If a participating employer stops contributing to the multiemployer defined benefit pension plan, the unfunded obligations of the multiemployer defined benefit pension plan may be borne by the remaining participating employers.
- c. If the Local chooses to stop participating in the multiemployer defined benefit pension plan, the Local may be required to pay the multiemployer defined benefit pension plan an amount based on the underfunded status of the multiemployer defined benefit pension plan, referred to as a withdrawal liability.

The Local's participation in the multiemployer defined benefit pension plan for the annual periods ended December 31, 2025 and 2024 is outlined in the table below. The zone status is based on information that the Local received from the multiemployer defined benefit pension plan and is certified by the multiemployer defined benefit pension plan's actuary. Among other factors, pension plans in the red zone are generally less than 65 percent funded, pension plans in the yellow zone are less than 80 percent funded, and pension plans in the green zone are at least 80 percent funded.

Legal Name of Pension Plan	Pension Plan's Employer Identification Number	Pension Plan's Plan Number	Pension Protection Act Zone Status				Expiration Date of Collective Bargaining Agreement
			Zone Status	Extended Amortization Provisions Used?	Zone Status	Extended Amortization Provisions Used?	
SEIU Affiliates Officers and Employees Pension Fund	52-0812348	001	Green as of 01/01/2025	Yes	Green as of 01/01/2024	Yes	6/30/2027

Legal Name of Pension Plan	Contributions to the Pension Plan		Contributions to the Pension Plan greater than 5% of total Pension Plan Contributions (Plan year ending)		Employer Contribution Rates		Number of Employees Covered by Plan	
	12/31/2025	12/31/2024	No, Fund year ending 12/31/2025.	No, Fund year ending 12/31/2024.	12/31/2025	12/31/2024	12/31/2025	12/31/2024
SEIU Affiliates Officers and Employees Pension Fund	\$ 1,395,702	\$ 1,173,653			21% of gross wages	21% of gross wages	75	75

Legal Name of Pension Plan	Funding Improvement Plan or Rehabilitation Plan Implemented or Pending?	Surcharge to Pension Plan by the Local?	Minimum contributions required in future by CBA, statutory requirements, or other contractual requirements?	
			No?	If yes, description
SEIU Affiliates Officers and Employees Pension Fund	N/A	No	No	N/A

NOTE 6. LEASE LIABILITY AND RIGHT OF USE ASSET

In September 2013, the Local entered into a non-cancelable operating lease for approximately 1,850 square feet of office space located in West Springfield, Massachusetts. The lease term is five years and commenced on January 1, 2014. In November 2017, the Local exercised the first option of the lease and extended the terms for an additional five years commencing on January 1, 2019. In August 2023, the Local extended the lease for an additional five years commencing on January 1, 2024, through December 31, 2028.

In May 2016, the Local entered into a non-cancelable operating lease for approximately 15,188 square feet of office space and 2,500 square feet of storage located in Marlborough, Massachusetts. In July 2017, the storage space was reduced to 1,764 square feet. The lease term of 10 years and 7 months will expire on May 31, 2027.

In February 2018 the Local entered into a memorandum of understanding with the Service Employees International Union Massachusetts State Council for approximately 159 square feet of office space located in Boston, Massachusetts. This agreement requires monthly payments of \$3,500 through December 31, 2026.

Below is a summary of information pertaining to these operating leases:

	2025	2024
Cash paid for amounts included in the measurement of lease liabilities		
Operating cash flows from operating leases	\$ 438,863	\$ 427,472
ROU assets obtained in exchange for new operating lease liabilities	-	-
Weighted-average remaining lease term in years for operating leases	1.62	2.57
Weighted-average discount rate for operating leases	4.11%	4.12%

Maturity Analysis:

August 31,	Operating Leases
2026	\$ 450,254
2027	191,508
2028	33,300
Total undiscounted cash flows	675,062
Less: present value discount	(20,749)
Total lease liabilities	<u>\$ 654,313</u>

NOTE 7. INVESTMENTS

The fair value and cost of investments held by the Local at December 31, 2025 and 2024 are summarized below:

	2025		2024	
	Cost	Fair Value	Cost	Fair Value
Certificates of Deposit	\$ 1,906,191	\$ 1,906,191	\$ 1,631,930	\$ 1,631,930
Investment cash	1,007,085	1,007,085	1,169,965	1,169,965
	<u>\$ 2,913,276</u>	<u>\$ 2,913,276</u>	<u>\$ 2,801,895</u>	<u>\$ 2,801,895</u>

NOTE 8. FAIR VALUE MEASUREMENTS

The framework for measuring fair value provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1) and the lowest priority to unobservable inputs (Level 3). The three levels of the fair value hierarchy are described as follows:

Basis of Fair Value Measurement:

Level 1 - Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets that the Local has the ability to access.

Level 2 - Inputs to the valuation methodology include: quoted prices for similar assets or liabilities in active markets; quoted prices for identical or similar assets or liabilities in inactive markets; inputs other than quoted prices that are observable for the asset or liability; inputs that are derived principally from or corroborated by observable market data by correlation or other means.

If the asset or liability has a specified (contractual) term, the level 2 input must be observable for substantially the full term of the asset or liability.

Level 3 - Inputs to the valuation methodology are unobservable and significant to the fair value measurement.

The asset's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques maximize the use of relevant observable inputs and minimize the use of unobservable inputs.

The availability of observable market data is monitored to assess the appropriate classification of financial instruments within the fair value hierarchy. Changes in economic conditions or model-based valuation techniques may require the transfer of financial instruments from one fair value level to another. In such instances, the transfer is reported at the beginning of the period. The Local had no transfers between levels for the year ended December 31, 2025 and 2024.

NOTE 8. FAIR VALUE MEASUREMENTS (continued)

Fair Value Measurements at December 31, 2025				
	Total	Level 1	Level 2	Level 3
Certificates of deposit	\$ 1,906,191	\$ 1,906,191	\$ -	\$ -
Investment cash	1,007,085	1,007,085	-	-
	<u>\$ 2,913,276</u>	<u>\$ 2,913,276</u>	<u>\$ -</u>	<u>\$ -</u>

Fair Value Measurements at December 31, 2024				
	Total	Level 1	Level 2	Level 3
Certificates of deposit	\$ 1,631,930	\$ 1,631,930	\$ -	\$ -
Investment cash	1,169,965	1,169,965	-	-
	<u>\$ 2,801,895</u>	<u>\$ 2,801,895</u>	<u>\$ -</u>	<u>\$ -</u>

NOTE 9. FUNCTIONAL ALLOCATION OF EXPENSES

The costs of providing various programs and other activities have been summarized on a functional basis in the statements of activities and statements of functional expenses. Management's functional allocation of these costs is based on direct personnel costs and expenditures charged to specific cost centers.

NOTE 10. CONCENTRATION OF CASH

The Local places its cash with financial institutions deemed to be creditworthy. The balance is insured by the Federal Deposit Insurance Corporation (FDIC) up to \$250,000 in a single bank. Cash balances exceeded the insurance deposit limits by \$1,022,494 at December 31, 2025.

NOTE 11. AVAILABILITY AND LIQUIDITY

The following represents the Local's financial assets within one year of the statements of financial position date for general expenditure at December 31, 2025 and 2024:

	<u>2025</u>	<u>2024</u>
Financial assets at year end:		
Cash and cash equivalents	\$ 18,219,583	\$ 14,716,641
Receivables	<u>993,714</u>	<u>991,586</u>
Total financial assets	19,213,297	15,708,227
Less: Restricted cash	<u>(5,082,757)</u>	<u>(3,364,584)</u>
Financial assets available to meet general expenditures over the next twelve months	<u>\$ 14,130,540</u>	<u>\$ 12,343,643</u>

NOTE 12. SUBSEQUENT EVENTS

The Local has evaluated subsequent events through September 2, 2026, the date the financial statements were available to be issued, and they have been evaluated in accordance with relevant accounting standards.