

SPEEA Budget 2014/15

Proposal

	A	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z	AA
1	2011/12		2012/13		2013/14		2014/15											
2					projected year end (based upon 9 mon Dec '13 YTD)		Budget Draft											
3	Budget	Actual	Budget	Actual	Budget	Actual	Budget	Actual	2014/15NW Council	2014/15 MidW Council	2014/15 SPEEA Council							
4	INCOME:	9,588,917	10,244,855	10,427,624	11,027,441	11,148,650	11,242,006	11,435,201										
5																		
6																		
7	STAFF OPERATIONS:	4,939,343	4,871,556	5,508,767	5,469,456	5,869,884	5,781,547	6,094,151								-	-	-
8																		
9	SPEEA FACILITIES:	455,380	438,202	452,580	421,539	313,900	301,831	318,000								-	-	-
10																		
11	PROFESSIONAL SERVICES:	562,500	585,322	549,100	456,846	561,100	466,122	543,000								-	-	-
12																		
13	OFFICE OPERATIONS:	317,750	234,268	317,600	351,307	335,000	283,036	305,000								-	-	-
14																		
15	COUNCIL & EXECUTIVE BOARD OPERATIONS:	528,891	504,156	477,121	600,833	594,163	577,934	621,060								123,650	50,610	61,600
16																		
17	ORGANIZING COSTS:	203,000	189,744	203,350	31,797	250,000	125,456	250,000								-	-	-
18																		
19	NEGOTIATIONS & RESERVES:	-	115,129	-	581,409	100,000	81,810	100,000								-	-	-
20																		
21	BUILDINGS & CAPITAL EQUIPMENT:	300,000	562	200,000	-	190,000	-	200,000								-	-	-
22																		
23	TRAINING, SUPPORT & SERVICES:	436,584	374,952	493,140	366,311	475,960	510,036	479,050								16,400	16,650	107,000
24																		
25	AFFILIATE COSTS:	1,718,023	1,781,234	1,960,452	2,032,886	1,945,080	1,931,832	1,937,981								387,874	35,850	6,500
26																		
27	TOTAL EXPENSES	9,461,470	9,095,126	10,162,110	10,312,383	10,635,087	10,059,606	10,848,242								527,924	103,110	175,100
28																527,924	103,110	175,100
29	RESERVES:																	
30	General		750,000			200,000	500,000	300,000						2,544,335				
31	Negotiations	120,000		250,000		250,000								1,596,788				
32	Organizing													1,265,064				
33	Building/SPInc				500,000		500,000	275,000						2,420,112				
34														482,396				
35																		
36	INCOME OVER EXPENSES	7,447	399,729	15,514	215,058	63,562	182,400	11,959										
37																		
38																		
39																		
40																		
41	INCOME:																	
42	Dues	9,339,356	10,007,509	10,184,005	10,853,365	10,923,267	11,080,076	11,208,792										
43	includes members and agency fee payers																	
44																		
45																		

Estimate based on January '14 membership
 anticipated annual decrease rate of 5% in the overall membership
 anticipated decrease in MidW related to plant closer and recent WEU contract ratification
 based upon dues rate of \$42.01 (5.68% increase)

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1	2011/12		2012/13		2013/14		2014/15														
2	Budget	Actual	Budget	Actual	Budget	Actual	Budget	Actual	projected year end (based upon 9 mon Dec '13 YTD)	Budget Draft								2014/15NW Council	2014/15 MidW Council	2014/15 SPEEA Council	
3																					
46																					
47	Beck objectors	249,562	237,346	243,619	173,730	225,383	161,930	226,409	Beck calculation based upon 580 Beck Objectors												
48																					
49	Miscellaneous Income		-		346		-														
50																					
51																					
52	TOTAL INCOME	9,588,917	10,244,855	10,427,624	11,027,441	11,148,650	11,242,006	11,435,201	2%												
53	STAFF OPERATIONS:																				
54																					
55	Salaries & employer taxes	3,825,226	3,653,351	4,185,933	4,154,859	4,484,888	4,342,706	4,585,033	Projected payroll expenses include provisions in Union Contracts and expected increases in benefits costs										6%		
56	present salaries & contractual raises								Overtime (OT) is budgeted at 5.0%												
57	estimated overtime 4%																				
58	does not include Ed Wells staff																				
59	FICA, FUTA, Emp Security																				
60	Workman Comp, Payroll processing fees																				
61									Includes auto and phone allowances												
62									These amounts do not included Ed Wells staff costs												
63																					
64	Medical Benefits	583,530	575,744	625,371	604,219	659,241	682,519	746,258	9.3%												
65	Health/ Dental/Vision								36 employees, 8 retirees												
66																					
67	Employee Benefits	517,587	634,561	687,713	686,785	716,006	746,690	751,610													
68	401k/pension																				
69	life/ad+d/ltd																				
70																					
71	Local transportation	2,000	710	1,250	1,692	1,250	547	1,250	SPEEA van in Kansas												
72	license tabs, gas, repair																				
73																					
74	General Staff administration																				
75	includes, misc mileage & meals,	11,000	7,190	8,500	21,901	8,500	9,084	10,000													
76	hiring's & terminations, parking, other																				
77																					
78	TOTAL STAFF OPERATIONS	4,939,343	4,871,556	5,508,767	5,469,456	5,869,884	5,781,547	6,094,151													
79																					
80	SPEEA FACILITIES:																				
81																					
82	Property taxes	4,000	4,152	4,250	3,784	4,000	4,677	5,000	Personal property taxes (computers equipment etc)												
83																					
84	Rent - SPEEA Properties: Seattle	192,000	192,000	192,000	192,000	106,500	106,500	106,500	The building is leased from SPEEA Properties Inc. (SPInc)												
85	Rent - SPEEA Properties: Everett	76,800	76,800	76,800	76,800	43,500	43,500	43,500	All building costs are paid by SPInc commenced 2009/2010.												
86	Rent - Wichita Office	42,030	45,194	49,230	47,335	47,400	47,951	50,000													
87																					
88	Phones & internet access	98,000	68,296	80,000	55,469	65,000	52,688	60,000	All phones and internet access for all offices (includes cell phones).												
89	Seattle, Everett, Wichita								changes in internet vendor provided savings 2011/12												

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1		2011/12		2012/13		2013/14		2014/15										
2		Budget	Actual	Budget	Actual	Budget	Actual	Budget	Actual	projected year end (based upon 9 mon Dec '13 YTD)	Budget Draft					2014/15NW Council	2014/15 MidW Council	2014/15 SPEEA Council
90																		
91	Utilities	4,800	5,090	8,500	5,299	6,500	5,656	6,500	5,656	6,500	6,500							
92	garbage, sewer, water, electric																	
93																		
94	Facilities Maintenance	5,250	14,019	6,300	8,009	6,500	2,730	6,500	2,730	6,500	6,500							
95																		
96	Insurance	32,500	32,652	35,500	32,843	34,500	38,129	34,500	38,129	40,000	40,000							
97																		
98	TOTAL SPEEA FACILITIES	455,380	438,202	452,580	421,539	313,900	301,831	313,900	301,831	318,000	318,000							
99																		
100	PROFESSIONAL SERVICES:																	
101	Attorney	350,000	377,522	375,000	252,387	350,000	270,232	350,000	270,232	300,000	300,000							
102	Rinehart, Robblee & Hannah																	
103	additional costs associated with																	
104	use of outside attorneys																	
105																		
106	Arbitration	125,000	49,385	100,000	106,908	150,000	111,553	150,000	111,553	125,000	125,000							
107	arbitrator costs,																	
108	court reporting, travel expenses																	
109																		
110	Actuary	10,000	6,600	6,600	6,600	6,600	28,513	6,600	28,513	30,000	30,000							
111	The Segal Company																	
112																		
113	Auditor	50,000	35,315	40,000	38,822	27,000	37,357	27,000	37,357	38,000	38,000							
114																		
115																		
116																		
117	Communications Support	25,000	7,000	25,000	-	25,000	-	25,000	-	25,000	25,000							
118																		
119																		
120																		
121	Other professional services	2,500	109,500	2,500	52,129	2,500	18,467	2,500	18,467	25,000	25,000							
122																		
123	TOTAL PROFESSIONAL SERVICES	562,500	585,322	549,100	456,846	561,100	466,122	561,100	466,122	543,000	543,000							
124	OFFICE OPERATIONS																	
125																		
126	Printing supplies	45,000	46,233	42,500	59,792	50,000	59,222	50,000	59,222	50,000	50,000							
127	paper, envelopes, ink, film, chemicals																	
128																		
129																		
130	Office Expenses	80,000	50,417	80,000	66,518	70,000	49,796	70,000	49,796	50,000	50,000							
131	Office supplies, local printer toners,																	
132	allocated pop/coffee, misc expenses)																	
133																		

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1	2011/12		2012/13		2013/14		2014/15																
2	Budget	Actual	Budget	Actual	Budget	Actual	Budget	Actual	projected year end (based upon 9 mon Dec '13 YTD)	Budget Draft								2014/15NW Council	2014/15 MidW Council	2014/15 SPEEA Council			
134	Electronic Supplies	17,750	16,418	15,000	11,949	20,000	10,623	15,000	Non capital electronic office expenses														
135																							
136																							
137	Software licenses	25,000	17,203	47,350	64,395	50,000	44,550	50,000	Union software and trend of expenses moving toward licensing.														
138																							
139																							
140	Equipment Upgrades & Replacement	28,000	-	28,000	12,099	28,000	14,049	28,000	Upgrades or replaces un-repairable & outdated office equipment														
141									General upgrades (includes misc upgrades to Council rooms and										5,000				
142									Computers (on a 3 and 5 year cycle)										18,000				
143									Printers & other computer accessories										5,000				
144																							
145	Equipment Maintenance	25,000	22,069	32,000	28,568	35,000	30,306	35,000	Repairs, maintenance and lease agreements (copiers and printing equipment)														
146																							
147	Postage & delivery	85,000	74,165	65,000	97,202	70,000	62,778	65,000	Postage and fees to mail "pre-sort" newsletters, etc.														
148	all postage and delivery costs								Daily service for mail to terminal annex post office														
149	if any Electronic Voting costs incurred								Includes between office locations, referendum and Constitutional changes														
150																							
151	Subscriptions & Books	12,000	7,762	7,750	10,784	12,000	11,713	12,000	BNA books, Congressional Quarterly, Newspapers, Business Wire, News clipping service, misc books														
152																							
153																							
154	TOTAL OFFICE OPERATIONS	317,750	234,268	317,600	351,307	335,000	283,036	305,000															
155																							
156	COUNCIL & EXECUTIVE BOARD OPERATIONS:																						
157																							
158	FOOD																						
159	Executive Board & Executive Board Cm	5,000	4,793	5,000	4,926	5,000	5,253	6,000	Executive Board & all EB committees food.														
160	Joint Committees	1,500	1,975	-	288	1,000	2,088	2,000	Negotiation year, expenses transition to Negotiations														
161	Tellers	1,250	1,518	1,250	1,490	1,500	1,512	1,500															
162	Judicial Review	200	-	200	-	200	-	200															
163																							
164	SPEEA Council	9,300	4,682	7,300	3,902	7,300	7,300	7,300	Council Officer food included within Council budgets										7,300	[S-C]			7,300
165	SPEEA Council Committees	6,250	7,086	7,500	5,421	8,500	3,897	7,500											7,500	[S-C]			7,500
166																							
167	NW Regional Council	21,400	17,171	21,000	12,922	21,000	13,928	21,000	Eight meetings per year, including one guest night										21,000	[NW-C]		21,000	
168	NW Council Committees	10,000	8,246	10,000	5,640	10,000	8,773	10,000											10,000	[NW-C]		10,000	
169	NW Council/Area Rep expenses	-	-	-	-	-	-	-	Area Rep meetings moved to membership meetings											[NW-C]			
170																							
171	MidW Regional Council	3,500	2,384	3,500	2,845	3,500	3,126	4,460											4,460	[MidW-C]			4,460
172	MidW Council Committees	3,000	2,248	3,500	848	3,750	2,412	3,750											3,750	[MidW-C]			3,750
173	MidW Council/Area Rep Expenses	-	-	-	-	-	-	-	Area Rep meetings moved to membership meetings											[MidW-C]			
174	MidW Wichita Engineering Unit (WEU)	500	-	500	-	500	-	500											500	[MidW-C]			500
175	MidW Wichita Technical and Profession Unit (WTPU)																			[MidW-C]			
176																							
177	total food	61,900	50,104	59,750	38,281	62,250	48,289	64,210											31,000	8,710	14,800		

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1		2011/12		2012/13		2013/14		2014/15										
2		Budget	Actual	Budget	Actual	Budget	Actual	projected year end (based upon 9 mon Dec '13 YTD)	Budget Draft							2014/15NW Council	2014/15 MidW Council	2014/15 SPEEA Council
178																		
179	Mileage & childcare reimbursements	5,500	6,576	7,000	8,581	10,000	6,988			All members mileage accounted for together								
180																		
181	Partnership activities	500	-	-	-		-											
182																		
183	Shareholder meeting presence	7,000		2,000		4,000			4,000									
184										General allocation		0						
185			3,961		1,413		2,617			MidW Council budgeted Shareholders meeting - Spirit		4,000	[MidW-C]			4,000		
186																		
187	Community Participation	50,050		63,050		74,683			95,850	Building strong community relationships for reciprocal support as needed								
188			15,028		17,650		81,997			General		15,000						
189										Includes: Race for the Cure,		1,500						
190										CF event		1,500						
191										PNW Aerospace Alliance Scholarship		2,000						
192																		
193							1,800			SPEEA Council Community items (Diversity cmte)		1,800	[S-C]					1,800
194			25,725		39,300		38,300			NW Council Community items		62,050	[NW-C]		62,050			
195			12,277		12,146		14,583			MidW Council Community items		12,000	[MidW-C]				12,000	
196																		
197	Trade Union Relations	15,500	-	500	-	500	-			Includes staff supporting visiting unions as guests								
198	Greeting and visiting other unions,								500	and SPEEA visiting / meeting with other unions		500						
199	developing strategy and relationships																	
200	advocating SPEEA issues														[MidW-C]			
201																		
202	Legislative Affairs	74,831		55,821		97,280			99,850	Staff support of activities and expenses related to SPEEA's white papers								
203			28,022		33,427		22,908			General: including IFPTE Legs Conference		30,000						
204	Executive Board									EB Legislative Action Committee								
205	SPEEA L&PA		24,180		12,327		6,832			SPEEA Leg & Public Affairs Committee		42,150	[S-C]					42,150
206	NW L&PA		2,823		3,178		8,032			NW L&PA Committee		2,800	[NW-C]		2,800			
207	MidW L&PA		12,524		11,770		12,221			MidW L&PA Committee		24,900	[MidW-C]				24,900	
208																		
209	Conferences, Travel and misc																	
210	Executive Board	44,000	12,691	25,000	7,463	10,000	1,942		10,000	EB members' travel and other activities		10,000						
211																		
212																		

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1		2011/12		2012/13		2013/14		2014/15										
2		Budget	Actual	Budget	Actual	Budget	Actual	projected year end (based upon 9 mon Dec '13 YTD)	Budget Draft							2014/15NW Council	2014/15 MidW Council	2014/15 SPEEA Council
213																		
214	SPEEA Council	700	-	700	-	2,700	-	200	2,850									
215								500		SPEEA Council			200	[S-C]				200
216										Council Officers			500	[S-C]				500
217										Organizational Planning			0	[S-C]				
218								2,000		Diversity Committee			2,000	[S-C]				2,000
219										Steve Pezzini HOPE award			150	[S-C]				150
220										Recognition			0	[S-C]				
221																		
222	NW Council	3,800		3,300		2,750			3,800									
223			765							Northwest Council			0	[NW-C]		0		
224								300		Council Officers			300	[NW-C]		300		
225										Area Rep Recognition Event - moved to Executive Board								
226			19					500		Recognition & Awards			500	[NW-C]		500		
227										Health & Wellness			0	[NW-C]				
228								372		New Hire				[NW-C]				
229								1,950		Women's Advocacy			3,000	[NW-C]		3,000		
230																		
231	MidW Regional Council	6,110		1,000		1,000			1,000									
232										MidW Council Officers, General			0	[MidW-C]				
233										MidW Regional Council: Irving CRs participation			0	[MidW-C]				
234			337		56			1,000		MidW Regional Council: Recognitions			1,000	[MidW-C]			1,000	
235										& Member Appreciations MidW Regional Council								
236										MidW Area rep appreciation event				[MidW-C]				
237										MidW WAC: Business & Professional Women			0	[MidW-C]				
238			1,040							MidW Young Professionals - most activities planned			0	[MidW-C]				
239										budgeted within Internal Organizing/New Recruitment								
240																		
241	Recognition Events	24,000		24,000		24,000			24,000									
242	Activist recognition events are chargeable to Beck		25,116		139			24,000	24,000	NW Awards Banquet			24,000	[NW-C]		24,000		
243	all member activities are not chargeable to Beck.									MidW Recognition Banquet / Family Festival - moved to Membership activities				[MidW-C]				
244																		
245	Leave with Pay	230,000	278,468	230,000	409,746	300,000	295,959		310,000									
246	All time off requires prior approval									General LWP			300,000					
247																		
248	Honoraria	5,000	4,500	5,000	5,355	5,000	4,645		5,000									
249										\$500 annual to all EB members and all Council Chairs								
250	TOTAL COUNCIL & EXECUTIVE BOARD OPERATIONS	528,891	504,156	477,121	600,833	594,163	577,934		621,060							123,650	50,610	61,600

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2	Budget	Actual	Budget	Actual	Budget	Actual	Budget	Actual	projected year end (based upon 9 mon Dec '13 YTD)	Budget Draft								2014/15NW Council	2014/15 MidW Council	2014/15 SPEEA Council
251																				
252	ORGANIZING COSTS:	203,000	189,744	203,350	31,797	250,000	125,456	250,000					Organizing others and internal recruiting (including recertification drives) costs including: travel, legal, advertising, visibility items, meetings, mailings.							
253																				
254																				
255													MidW - Organizing	0	[MidW-C]					
256																				
257													External Organizing (efforts to add additional Bargaining Units) use reserve funds as appropriate	200,000						
258																				
259																				
260													Internal Organizing -Recruitment (efforts to increase membership existing Bargaining Units)	50,000						
261																				
262																				
263																				
264																				
265																				
266																				
267																				
268													Organizing Reserve balance 12/31/2013	1,265,064						
269	TOTAL ORGANIZING COSTS	203,000	189,744	203,350	31,797	250,000	125,456	250,000												
270																				
271	NEGOTIATIONS & RESERVES:																			
272																				
273	Negotiation of Contracts & Survey		115,129		581,409	100,000	81,810	100,000												
274																				
275	Reserves												Negotiation Reserve balance 12/31/2013	1,596,788						
276																				
277	TOTAL NEGOTIATIONS COSTS	-	115,129	-	581,409	100,000	81,810	100,000												
278																				
279	TRAINING, SUPPORT & SERVICES:																			
280	Membership Supplies	43,100	16,739	38,600	43,445	38,600	57,335	57,600					General membership supplies	40,000						
281													Includes shared costs of flu shots where employer doesn't provide (Triumph)							
282	Visibility items (not regularly stocked)												includes apparel item for elected positions per term	3,600						
283													SPEEA Council AR Recognition	14,000	[S-C]			14,000		
284																				
285	Visibility Items Re-order	25,000	77,825	50,000	21,291	50,000	49,633	50,000					Re-order visibility items - Includes: Mugs, pens, lanyards, small bags, balsa wood airplanes, flying discs and pins. (Negotiations years more regularly stocked items used)							
286																				
287																				
288																				
289	Electronic Promotion & Promotion				-	5,000	5,443	5,500					Facebook ads and press releases							
290																				
291																				
292	SPOTLITE	70,000	79,683	90,000	83,067	80,000	76,647	80,000					Monthly SPOTLITE paper, supplies and zip code sorting moving to outside vendor...							
293	Postage, paper, sorting																			
294																				

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2	Budget	Actual	Budget	Actual	Budget	Actual	Budget	Actual	projected year end (based upon 9 mon Dec '13 YTD)	Budget Draft								2014/15NW Council	2014/15 MidW Council	2014/15 SPEEA Council				
3	Membership Meetings		29,500	17,441	34,000	20,259	19,000	38,200	12,000	12,000	CR/AR and other district meetings													
295											Meetings between staff & members includes presentations										10,000			
296											at SPEEA offices and in the workplace													
297											(i.e. SPEEA 101, open enrollment, retirement...)													
298																								
299											NW ACT Work place activities										0	[NW-C]		
300											MidW YP plans offsite SPEEA 101 for 50 four times during 2012/13, 2013/14													
301											MidW All member meetings										2,000	[MidW-C]		2,000
302											AR recognition events and Visibility item													
303																								
304	Temporary medical insurance		10,000	45,879	50,000	43,588	25,000	13,995	8,000	8,000	Pays for new hire medical expenses, program winding down													
305																								
306	Membership Activities		18,050		18,300		30,950		27,750	27,750														
307											Membership Activities, general													
308											NW MAC: Events										6,000	[NW-C]	6,000	
309											NW New Hire										3,500	[NW-C]	3,500	
310											NW Movie Night										600	[NW-C]	600	
311											NW Open House										3,000	[NW-C]	3,000	
312											NW: Battle of the Bands (Joint with IAM)										0	[NW-C]		
313											MidW: Win-win cards										0	[MidW-C]		
314											MidW MAC / MW Young Professionals / Membership Recruitment										10,350	[MidW-C]		10,350
315											MidW Family Festival										2,300	[MidW-C]		2,300
316											MidW: AR Event (include's guest of ARs)										2,000	[MidW-C]		2,000
317																								
318																								
319	Training and Leadership conference		124,020		114,740		97,410		96,300	96,300														
320											Council Convention										17,000	[S-C]		17,000
321											Leadership Conference										36,000	[S-C]		36,000
322											Travel Costs										35,000	[S-C]		35,000
323											and other training										5,000	[S-C]		5,000
324											SPEEA Leadership Development & Trg Committee										5,000	[S-C]		
325											NW WAC trainings (Summer, Food for Thought)										3,300	[NW-C]	3,300	
326																								
327																								
328											General Training (includes CR & AR training - ie RONR,										31,900			
329											- AFL-CIO Young Workers: Next-up (3-4)													
330											- Labor Notes (10), Emerging Leaders, Tellers													
331																								
332											also other individual trainings as approved by the Board													
333																								
334	Staff training & education		86,914	21,147	65,000	17,043	60,000	56,828	60,000	60,000	Contin. Ed., professional development and related fees & licence										30,000			
335											Includes professional affiliation										15,000			
336																					15,000			
337																								
338																								

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	A	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z	AA				
1	2011/12		2012/13		2013/14		2014/15															
2	Budget	Actual	Budget	Actual	Budget	Actual	Budget	Actual	projected year end (based upon 9 mon Dec '13 YTD)	Budget Draft								2014/15NW Council	2014/15 MidW Council	2014/15 SPEEA Council		
339	Contract Administration Misc.		10,000	1,767	7,500	6,164	15,000	13,795	15,000	13,795	15,000	Staff support of Contract and related issues										
340	grievance, lunches, parking.											labor/management lunches, Palmdale expected to require support										
341																						
342	Staff travel & remote support		20,000	16,232	25,000	27,903	25,000	61,757	25,000	61,757	35,000	Additional expenses incurred for travel and travel related										
343	travel expenses for other than specific purposes											expenses to support the bargaining units with distance from SPEEA offices										
344																						
345	TOTAL TRAINING, SUPPORT & SERVICES		436,584	374,952	493,140	366,311	475,960	510,036	475,960	510,036	479,050								16,400	16,650	107,000	
346																						
347	AFFILIATE COSTS:																					
348	Per Cap Dues																					
349	IFPTE, per cap dues		1,266,840	1,349,643	1,371,314	1,444,868	1,464,912	1,465,466	1,464,912	1,465,466	1,477,957	IFPTE - \$5.55/month/member and Agency fee payer										
351																						
352	State Organizations, per cap dues																					
353	Washington State		198,000	209,817	210,000	219,123	219,025	215,359	219,025	215,359	217,178	Continuing our presence at Washington State Labor Council							217,178	[NW-C]	217,178	
354																						
355	Kansas State AFL-CIO		12,334	15,171	12,334	15,078	12,334	12,433	12,334	12,433	13,000	Kansas State AFL-CIO							13,000	[MidW-C]		13,000
356																						
357	Oregon AFL-CIO		-	-	-	-	-	-	-	-	-								0	[NW-C]	0	
358	Central States IFPTE		550	-	550	550	550	883	550	883	550								550	[MidW-C]		550
359																						
360	Local Organizations, per cap dues																					
361	King County		70,193	70,156	70,193	73,403	74,628	74,576	74,628	74,576	74,928								74,928	[NW-C]	74,928	
362	LA County					196	785	668		668	700								700	[NW-C]	700	
363	NW Oregon		716	734	716	906	920	920	920	920	932								932	[NW-C]	932	
364	Pierce County		4,803	4,713	4,803	5,011	5,091	5,042	5,091	5,042	5,070								5,070	[NW-C]	5,070	
365	Snohomish County		46,500	50,695	50,000	55,339	56,493	50,137	56,493	50,137	56,580								56,580	[NW-C]	56,580	
366	Spokane County		441	420	441	418	421	419	421	419	425								425	[NW-C]	425	
367	Wichita-Hutchinson		10,250	12,473	10,250	11,756	10,250	9,325	10,250	9,325	11,000								11,000	[MidW-C]		11,000
368																						
369	Conventions and activities		38,884		148,951		49,371		49,371		39,361											
370	State & Local Conventions																					
371	Regional Labor Council Delegates					103,718						2012 IFPTE Convention delegates, staff & ED \$2,000/each										
372												& misc costs \$70k AV expense sponsorship (tri-annually)										
373				1,743		2,727		1,769		1,769		IFPTE support							1,000			
374						-		1,249		1,249		SPEEA: Diversity - NAACP Conference							3,000	[S-C]		3,000
375						-		2,576		2,576		SPEEA: Diversity - Out & Equal Summit							3,000	[S-C]		3,000
376						-		1,893		1,893		SPEEA: Diversity - Out & Equal Local (Seattle)							500	[S-C]		500
377				3,690		9,102		12,951		12,951		Washington State (annual and legislative)							12,951	[NW-C]	12,951	
378				4,070		5,300		10,930		10,930		NW CLUW Events (NEBs and Conventions)							9,110	[NW-C]	9,110	
379				4,004		720		692		692		MidW: Central States IFPTE [MidW L&PA]							6,000	[MidW-C]		6,000
380				2,953		874		2,495		2,495		MidW: Kansas State AFL-CIO [MidW L&PA]							2,000	[MidW-C]		2,000
381								1,000		1,000		MidW: Kansas State AFL-CIO Delegate attend 1/4ly Board mtg							1,000	[MidW-C]		1,000
382												MidW: Wichita/Hutch Labor Fed Delegate [MidW L&PA]							800	[MidW-C]		800

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	A	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z	AA		
1	2011/12		2012/13		2013/14		2014/15													
2	Budget	Actual	Budget	Actual	Budget	Actual	Budget	Actual	projected year end (based upon 9 mon Dec '13 YTD)	Budget Draft								2014/15NW Council	2014/15 MidW Council	2014/15 SPEEA Council
383													MidW: AFL-CIO Community Services Conference [MidW L&F	0	[MidW-C]					
384													AFL/CIO bi annual (9)	0	[MidW-C]		0			
385									750				MidW Membership Recruitment: Kansas YP Conference	0	[MidW-C]					
386													MidW Membership Recruitment: AFL-CIO Conference	0	[MidW-C]					
387																				
388	Labor Support	40,000		50,300		71,690	50,300		49,100		40,300									
389			8,806				-						Allocated to support other labor organizations & causes	27,800						
390													includes Spokane Labor Rally	1,000						
391													2012-15 Washington State Labor Education	completed						
392			8,528			11,107	-		9,700				NW Council Labor Support items	9,700	[NW-C]		9,700			
393													NW Labor Delegates Forum events	300	[NW-C]		300			
394			750			1,000	-		1,500				MidW Council Labor Support items	1,500	[MidW-C]			1,500		
395																				
396	AFFILIATE COSTS	1,718,023	1,781,234	1,960,452	2,032,886		1,945,080	1,931,832		1,937,981							387,874	35,850	6,500	
397																				
398	BUILDINGS & CAPITAL EQUIPMENT:																			
399	Equipment Purchases	250,000	562	150,000	-		140,000	-		150,000			- building reserves available							
400																				
401													2014/15 potential items include:							
402													staff manageable printing and mailing equipment							
403													- folding and stuffing							
404													- paper cutting							
405													- large color copy jobs							
406													- postage and mailing							
407													- hole drilling							
408													Document Retention							
409																				
410																				
411																				
412																				
413	Building reserves																			
414																				
415		50,000	-	50,000	-		50,000	-		50,000			Building upgrades	50,000						
416																				
417	TOTAL BUILDING RESERVES	300,000	562	200,000	-		190,000	-		200,000										