

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q
1		2008/09		2009/10		2010/11		2011/12		2012/13							
2		Budget	Actual	Budget	Actual	Budget	Actual	Budget	Actual	Budget	Actual	Budget	Actual	Budget	Actual		
3																	
4	INCOME:	8,198,426	8,496,143	8,520,647	8,908,433	8,814,895	9,236,726	9,588,917	10,089,766	10,427,624						based upon dues rate of \$38.47 (2.86% increase)	
5																	
6																	
7	STAFF OPERATIONS:	4,268,198	4,233,478	4,010,178	4,169,395	4,678,152	4,642,137	4,939,343	4,795,332	5,508,767							
8																	
9	SPEEA FACILITIES:	310,100	318,323	359,200	360,600	422,500	358,289	455,380	434,251	452,580							
10																	
11	PROFESSIONAL SERVICES:	256,100	397,550	441,600	465,120	526,600	451,710	562,500	640,954	549,100							
12																	
13	OFFICE OPERATIONS:	270,000	327,031	332,000	251,885	291,750	219,440	317,750	248,324	317,600							
14																	
15	COUNCIL & EXECUTIVE BOARD OPERATIONS:	461,397	602,146	469,452	355,610	442,231	540,529	528,891	445,212	474,121							
16																	
17	ORGANIZING COSTS:	187,900	117,768	327,500	10,615	202,000	134,190	203,000	154,376	203,350							
18																	
19	NEGOTIATIONS & RESERVES:	50,000	526,964	-	96,914	-	38,925	-	129,961	250,000							
20																	
21	BUILDINGS & CAPITAL EQUIPMENT:	185,000	-	82,500	-	82,500	102,816	300,000	75,000	200,000							
22																	
23	TRAINING, SUPPORT & SERVICES:	415,670	334,239	441,549	322,821	387,376	333,185	436,584	451,394	492,090							
24																	
25	AFFILIATE COSTS:	1,585,528	1,636,299	1,672,869	1,690,512	1,678,520	1,637,790	1,718,023	1,798,794	1,960,152							
26																	
27	TOTAL EXPENSES	7,989,893	8,493,799	8,136,849	7,723,472	8,711,629	8,459,012	9,461,470	9,173,598	10,407,760							
28																	
29	RESERVES:																
30	General				300,000				750,000							General Fund Reserve balance 12/11	2,091,906
31	Negotiations	200,000		210,000		85,000		120,000							Negotiation Reserve balance approx 12/11	1,593,761	
32	Organizing				500,000		750,000								Organizing Reserve balance 12/11	1,130,581	
33	Building/SPInc			160,000	200,000										Building Reserve balances total 12/11	1,130,581	
34															SPInc Reserve balances total 12/11	479,309	
35																	
36	INCOME OVER EXPENSES	8,533	2,345	13,798	184,961	18,266	27,714	7,447	166,168	19,864							
37																	
38																	
39																	

	2008/09		2009/10		2010/11		2011/12		2012/13										
	Budget	Actual	Budget	Actual	Budget	Actual	Budget	projected year end (based upon 9 mon Dec '11 YTD)	Budget Proposal										
41	INCOME:																		
42	7,964,254	8,260,542	8,282,969	8,649,813	8,575,831	9,011,854	9,339,356	9,890,689	10,184,005	Estimate based on January '12 membership									
43	includes members and agency fee payers										membership projected - losing 50 members per month								
44											anticipated losses in MidW related to plant closer and between Negotiations								
45											based upon dues rate of \$38.47 (2.86% increase)								
46																			
47	234,172	235,602	237,678	258,118	239,064	224,837	249,562	199,076	243,619	Beck calculation based upon 660 Beck Objectors									
48																			
49	Miscellaneous Income										502	35	-						
50																			
51																			
52	8,198,426	8,496,143	8,520,647	8,908,433	8,814,895	9,236,726	9,588,917	10,089,766	10,427,624										
53	STAFF OPERATIONS:																		
54																			
55	3,326,451	3,308,322	3,111,544	3,259,687	3,647,746	3,474,134	3,825,226	3,608,808	4,185,933	Projected payroll expenses include provisions in Union Contracts									
56	present salaries & contractual raises										and expected increases in benefits costs								
57	estimated overtime 4%										Overtime (OT) is budgeted at 5.0%								
58	does not include Ed Wells staff										(2011/12 had unfilled positions and over 10% OT for some)								
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	466,036	451,110	462,739	471,095	531,702	550,601	583,530	561,454	625,371	37 employees, 8 retirees									
65	Health/ Dental/Vision																		
66																			
67	427,711	416,960	417,895	429,192	485,705	610,021	517,587	616,059	687,713										
68	401k/pension																		
69	life/ad+d/ltd																		
70																			
71	3,000	1,359	3,000	750	3,000	703	2,000	1,277	1,250	SPEEA van in Kansas									
72	license tabs, gas, repair																		
73																			
74	General Staff administration																		
75	includes, misc mileage & meals,										45,000	55,727	15,000	8,671	10,000	6,678	11,000	7,734	8,500
76	hiring's & terminations, parking, other																		
77																			
78	4,268,198	4,233,478	4,010,178	4,169,395	4,678,152	4,642,137	4,939,343	4,795,332	5,508,767										
79																			

SPEEA Budget 2012/13

	2008/09		2009/10		2010/11		2011/12		2012/13		
	Budget	Actual	Budget	Actual	Budget	Actual	Budget	projected year end (based upon 9 mon Dec '11 YTD)	Budget Proposal		
80	SPEEA FACILITIES:										
82	32,000	32,243	33,600	3,866	4,000	4,492	4,000	4,152	4,250	Personal property taxes (computers equipment etc)	
84				102,000	120,000	102,000	192,000	192,000	192,000	The building is leased from SPEEA Properties Inc. (SPInc)	
85				42,000	48,000	42,000	76,800	76,800	76,800	All building costs are paid by SPInc commenced 2009/2010.	
86			3,600								
87	37,500	39,087	39,500	38,517	39,000	40,705	42,030	43,170	49,230		
88	5,600	405									
90	90,000	112,499	140,000	133,135	170,000	127,520	98,000	72,000	80,000	All phones and internet access for all offices (includes cell phones). changes anticipated in internet vendor will provide savings	
93	27,500	30,499	27,500	4,416	4,500	4,810	4,800	5,244	8,500	Utilities for Wichita	
96	70,000	67,092	70,000	4,815	6,000	5,129	5,250	6,283	6,300	Facilities for Wichita	
98	47,500	36,498	45,000	31,852	31,000	31,633	32,500	34,602	35,500	Insurance costs, includes general union liability	
100	310,100	318,323	359,200	360,600	422,500	358,289	455,380	434,251	452,580		
102	PROFESSIONAL SERVICES:										
103	100,000	262,058	268,000	329,010	350,000	289,187	350,000	405,201	375,000	Includes Buescher, Goldhammer, Kelman, Dodge PC retainer at \$14,000/mo Activities associated with Agency Fee and Beck Objectors.	
108	6,600	4,950	6,600	6,600	6,600	22,836	10,000	6,600	6,600	Consultation on benefits (Steve Delapp)	
111	37,500	38,650	42,000	44,895	45,000	45,740	50,000	37,815	40,000	The outside Auditor is required to do annual audit, also conducts the Beck Objector Audit, and helps with financial advice.	
115	100,000	41,877	100,000	72,488	100,000	77,701	125,000	47,013	100,000		
119	12,000	1,080	25,000	-	25,000	-	25,000	5,000	25,000	Outside consultant costs related to SPEEA website Video and Web development, allow for "new member" media previous videos were accounted for to Negotiations	
123		48,935		12,126		16,246	2,500	139,325	2,500		
125	256,100	397,550	441,600	465,120	526,600	451,710	562,500	640,954	549,100		

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q
1		2008/09		2009/10		2010/11		2011/12		2012/13							
2		Budget	Actual	Budget	Actual	Budget	Actual	Budget	Actual	Budget	Actual	projected year end (based upon 9 mon Dec '11 YTD)	Budget Proposal				
126	OFFICE OPERATIONS																
127																	
128	Printing supplies	50,000	44,265	65,000	36,679	40,000	42,584	45,000	41,588	42,500				Member mailings, including Executive Board, IFPTE elections and Constitutional referendums			
129	paper, envelopes, ink, film, chemicals																
130																	
131																	
132	Office Expenses	65,000	91,665	75,000	43,817	60,000	47,729	80,000	48,257	80,000				All general office supplies, software and miscellaneous cost of running offices.			
133	Office supplies, local printer toners,													General office expenses			50,000
134	allocated pop/coffee, misc expenses)													Document Retention			30,000
135																	
136	Electronic Supplies			20,000	21,210	17,750	21,586	17,750	13,895	15,000				Non capital electronic office expenses			
137																	
138																	
139	Software licenses							25,000	26,088	47,350				Union software and trend of expenses moving toward licensing.			
140																	
141																	
142	Subscriptions & Books	17,500	16,833	9,000	7,761	6,000	12,334	12,000	7,133	7,750				BNA books, Congressional Quarterly, Newspapers, Business Wire, News clipping service, misc books			
143																	
144																	
145	Equipment Upgrades & Replacement	50,000	49,500	28,000	25,505	28,000	25,232	28,000	21,164	28,000				Upgrades or replaces un-repairable & outdated office equipment			
146														General upgrades (includes misc upgrades to Council rooms and other			5,000
147														Computers (on a 3 and 5 year cycle)			18,000
148														Printers & other computer accessories			5,000
149																	
150	Equipment Maintenance	20,000	42,622	40,000	39,609	40,000	27,319	25,000	31,299	32,000				Repairs, maintenance and lease agreements (copiers and printing equipment)			
151																	
152	Postage & delivery	67,500	82,147	95,000	77,304	100,000	42,656	85,000	58,901	65,000				Postage and fees to mail "pre-sort" newsletters, etc.			
153	all postage and delivery costs													Daily service for mail to terminal annex post office			
154	if any Electronic Voting costs incurred													Includes between office locations, referendum and Constitutional changes			
155																	
156	TOTAL OFFICE OPERATIONS	270,000	327,031	332,000	251,885	291,750	219,440	317,750	248,324	317,600							
157																	
158	COUNCIL & EXECUTIVE BOARD OPERATIONS:																
159																	
160	FOOD																
161	Executive Board & Executive Board Cmte	5,000	4,029	5,000	3,497	5,000	4,519	5,000	4,902	5,000				Executive Board & all EB committees food.			
162	Joint Committees	1,000	70	1,000	1,839	1,500	1,573	1,500	2,168	-				Negotiation year, expenses transition to Negotiations			
163	Tellers	1,000	1,478	1,000	1,128	1,250	1,115	1,250	1,273	1,250							
164	Judicial Review	200	-	200	-	200	-	200	-	200							
165																	
166	SPEEA Council	15,000	8,639	9,300	6,891	9,300	6,826	9,300	7,245	7,300				Council Officer food included within Council budgets			
167	SPEEA Council Committees	3,300	2,961	3,000	3,486	5,000	5,140	6,250	6,945	7,500							
168																	
169	NW Regional Council	21,920	17,983	18,550	24,079	18,400	22,470	21,400	18,685	21,000				Eight meetings per year, including one guest night			
170	NW Council Committees	9,148	5,146	6,400	10,642	10,200	9,432	10,000	9,633	10,000							
171	NW Council/Area Rep expenses	1,500	1,664	3,000	2,462	-	-	-	-	-				Area Rep meetings moved to membership meetings			
172																	
173	MidW Regional Council	5,688	3,249	3,650	2,913	3,500	2,956	3,500	3,006	3,500							
174	MidW Council Committees	4,160	951	2,100	2,343	4,500	2,460	3,000	2,684	3,500							
175	MidW Council/Area Rep Expenses	1,000	850	1,000	827	-	-	-	-	-				Area Rep meetings moved to membership meetings			
176	MidW Wichita Engineering Unit (WEU)	350	23	361	-	500	40	500	-	500							
177	MidW Wichita Technical and Professional Un	250	-	250	-	-	-	-	-	-							
178																	
179	total food	69,516	47,044	54,811	60,105	59,350	56,531	61,900	56,540	59,750							

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q
1		2008/09		2009/10		2010/11		2011/12		2012/13							
2		Budget	Actual	Budget	Actual	Budget	Actual	Budget	Actual	Budget	Actual	Budget	Actual	Budget	Actual		
3																	
180																	
181	Mileage	3,600	4,442	5,000	5,208	5,500	5,519	5,500	6,576	7,000							All members mileage accounted for together
182																	
183	Partnership activities	1,000	-	1,000	-	500	-	500	-	-							
184																	
185	Shareholder meeting presence	13,000		9,500		5,000		7,000		2,000							
186			92		-		-		-								General allocation
187			4,173		6,757		1,364		3,961								MidW Council budgeted Shareholders meeting - Spirit
188																	
189	Community Participation	31,400		44,800		48,300		50,050		60,050							
190			10,956		6,098		4,171		19,953								
191																	General
192																	
193																	
194																	
195			13,750		16,300		19,500		27,433								
196			6,307		7,988		9,534		15,082								
197																	
198	Trade Union Relations	3,250	142	2,000	-	500	3,832	15,500	500	500							
199	Greeting and visiting other unions,																
200	developing strategy and relationships																
201	advocating SPEEA issues		46														
202																	
203	Legislative Affairs	80,840		70,251		43,821		74,831		55,821							
204			64,456		9,818		37,813		21,612								
205	SPEEA L&PA		6,819		22,904		18,294		24,899								
206	NW L&PA		1,696		1,863		2,498		3,764								
207	MidW L&PA		11,486		8,256		12,736		13,537								
208																	
209	Conferences, Travel and misc																
210	Executive Board	10,000	958	10,000	2,491	10,000	5,789	44,000	16,022	25,000							
211																	
212																	
213																	
214	SPEEA Council	5,950		850		850		700		700							
215			688		-		-		500								
216			1,282		123		-		200								
217			40														
218																	
219	NW Council	9,240		6,340		4,300		3,800		3,300							
220			2,577		578		658		0								
221			-		259		125		300								
222																	
223									500								
224									500								
225			5,219		554		-		2,500								
226																	
227	MidW Regional Council	12,611		4,900		6,110		6,110		1,000							
228			1,750														
229			136		935												
230			565		563		676		1,000								
231																	
232					237		-		500								
233			2,234		2,263												
234							502		4,610								
235																	

	A		B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q
1			2008/09		2009/10		2010/11		2011/12		2012/13							
2			Budget	Actual	Budget	Actual	Budget	Actual	Budget	Actual	Budget	Actual	Budget	Actual	Budget	Actual		
3																		
236																		
237			22,000		25,000		23,000		24,000		24,000		24,000		24,000			
238	Recognition Events			31,106		24,218		22,237									NW Awards Banquet	
239	Activist recognition events are chargeable for Beck all member activities are not chargeable for Beck.																24,000	
240																	MidW Recognition Banquet / Family Festival - moved to Membership activities	
241	Leave with Pay		193,990	378,865	230,000	173,533	230,000	333,940	230,000	195,723	230,000							
242	All time off requires prior approval																General LWP	
243																	230,000	
244	Honoraria		5,000	5,317	5,000	4,558	5,000	4,813	5,000	5,000	5,000							
245																	\$500 annual to all EB members and all Council Chairs	
246	TOTAL COUNCIL & EXECUTIVE BOARD OPERATIONS		461,397	602,146	469,452	355,610	442,231	540,529	528,891	445,212	474,121							
247																		
248	ORGANIZING COSTS:		187,900		327,500	10,615	202,000	133,937	203,000	154,376	203,350						Organizing others and internal recruiting (including recertification drives)	
249																	costs including: travel, legal, advertising, visibility items, meetings, mailings.	
250																		
251																	MidW - Organizing	
252																	0	
253																	External Organizing (efforts to add additional Bargaining Units)	
254																	150,000	
255																		
256			117,708														Internal Organizing -Recruitment (efforts to increase membership in existing Bargaining Units)	
257																	50,000	
258																		
259																		
260			60		2,003		253		3,000								Includes MidW - Recruitment: may include Movie Night, Bowling and SPEEA's Got Talent	
261																	3,350	
262																		
263																		
264	TOTAL ORGANIZING COSTS		187,900	117,768	327,500	10,615	202,000	134,190	203,000	154,376	203,350							
265																		
266	NEGOTIATIONS & RESERVES:																	
267																		
268	Negotiation of Contracts & Survey		50,000	526,964		96,914		38,925		129,961	250,000							
269																		
270	Reserves																Moved reserve balances to cover sheet	
271																		
272	TOTAL NEGOTIATIONS COSTS		50,000	526,964	-	96,914	-	38,925	-	129,961	250,000							
273																		
274	TRAINING, SUPPORT & SERVICES:																	
275	Membership Supplies		15,750	16,679	18,600	45,583	18,600	52,217	43,100	20,804	38,600						General membership supplies	
276																	35,000	
277	Visibility items (not regularly stocked)																Includes shared costs of flu shots where employer doesn't provide (Triumph)	
278																	includes apparel item for elected positions per term	
279	Visibility Items Re-order		20,000	47,815	20,000	1,364	20,000	11,193	25,000	78,408	50,000						Re-order visibility items - Includes:	
280																	Mugs, pens, lanyards, small bags, balsa wood airplanes, flying discs and pins.	
281																	(Negotiations years more regularly stocked items used)	
282																		
283	SPOTLITE		70,000	71,282	70,000	71,695	70,000	79,078	70,000	85,334	90,000						Monthly SPOTLITE paper, supplies and zip code sorting	
284	Postage, paper, sorting																	
285																		

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q
1		2008/09		2009/10		2010/11		2011/12		2012/13							
2		Budget	Actual	Budget	Actual	Budget	Actual	Budget	Actual	Budget	Actual	Budget	Actual	Budget	Actual		
3																	
286	Membership Meetings	24,800		22,427		29,500		29,500		34,000						CR/AR and other district meetings	
287			12,393		6,336		11,880		17,386							Meetings between staff & members includes presentations at SPEEA offices and in the workplace (i.e. SPEEA 101, open enrollment, retirement...)	25,000
288																	
289																	
290																MidW YP plans offsite SPEEA 101 for 50 four times during 2012/13	
291			574		297		-		4,500							MidW All member meetings	2,000
292																AR recognition events and Visibility item	7,000
293																	
294	Membership recruitment awards	500	-	500	2,164	-											
295																	
296																	
297																	
298	Temporary medical insurance	10,000	12,714	15,000	6,718	7,500	23,322	10,000	55,127	50,000						Pays for new hire medical expenses	
299																	
300	Membership Activities	13,490		20,700		22,850		18,050		17,250							
301			992		1,126		-		500							Membership Activities, general	500
302			1,139		190		271		450							NW MAC: Events	450
303			467		70		-		0							NW New Hire	0
304			-		-		-		600							NW Movie Night	600
305							3,701		3,000							NW Open House	3,000
306																NW: Battle of the Bands (Joint with IAM)	1,000
307			59		-		1,608		1,000							MidW: Win-win cards	0
308			8,369		6,311		7,531		10,400							MidW MAC: Events	9,600
309					2,092		1,797		2,100							MidW Family Festival	2,100
310																	
311	Training and Leadership conference	148,880		146,072		127,926		124,020		114,740							
312	Council Convention		28,583		20,888		17,416		14,438							Council Convention	15,000
313	Leadership Conference		25,457		37,862		33,846		36,321							Leadership Conference	36,000
314	Travel Costs		47,805		30,950		33,781		27,401							Regional travel	30,000
315	Other training		-		-		-		-							SPEEA Organization Planning Committee	0
316			-		-		-		-							SPEEA Leadership Development & Trg Committee	0
317			-		-		-		-							SPEEA Grievance (Constitutional req)	0
318			-		-		-		-							NW Training - costs	0
319			3,330													NW Training - food	0
320			1,350		500		1,726		2,300							NW WAC trainings (Summer, Food for Thought)	2,510
321																NW ACT	480
322																NW Labor Delegates	0
323			-		-		-		-							NW Health & Wellness	0
324			-		-		-		-							MidW Council Officers	0
325			-		-		-		-							MidW Training: WTPU (Boeing) Contract training	0
326			-		-		-		-							MidW Training: WEU (Boeing) training	0
327			-		-		-		-							MidW Training: WTPU (Spirit) Contract Training	0
328			-		-		-		-							MidW Training: WEU (Spirit) CR Training	0
329																MidW Training: Young Professionals	750
330																MidW Training: Recruitment	
331																	
332			7,790		10,530		13,633		17,638							General Training (includes CR & AR training - ie RONR, - AFL-CIO Young Workers: Next-up (3-4) - Labor Notes (3), Emerging Leaders, Tellers	30,000
333																	
334																	
335																	
336																also other individual trainings as approved by the Board	
337																	

	A		B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q
1			2008/09		2009/10		2010/11		2011/12		2012/13							
2			Budget	Actual	Budget	Actual	Budget	Actual	Budget	Actual	Budget	Actual	Budget	Actual	Budget	Actual		
3																		
338	Staff training & education		88,250	31,284	88,250	37,380	61,000	20,819	86,914	44,219	65,000						Contin. Ed., professional development and related fees & licences	30,000
339	Includes professional affiliation																Combine staff training	15,000
340																	Harvard Labor Union program	15,000
341																	Certified Employee Benefits Specialist training	5,000
342																		
343	Contract Administration Misc.		4,000	9,860	20,000	29,078	10,000	2,853	10,000	4,384	7,500						Staff support of Contract and related issues	
344	grievance, lunches, parking.																labor/management lunches, Palmdale expected to require support	
345																		
346	Staff travel & remote support		20,000	6,298	20,000	11,687	20,000	16,517	20,000	25,085	25,000						Additional expenses incurred for travel and travel related	25,000
347	travel expenses for other than specific purposes																expenses to support the bargaining units with distance from SPEEA offices	
348																		
349	TOTAL TRAINING, SUPPORT & SERVICES		415,670	334,239	441,549	322,821	387,376	333,185	436,584	451,394	492,090							
350																		
351	AFFILIATE COSTS:																	
352	Per Cap Dues																	
353	IFPTE, per cap dues		1,131,989	1,164,273	1,156,509	1,197,387	1,160,860	1,209,727	1,266,840	1,341,150	1,371,314						IFPTE - \$.21/month/member and Agency fee payer	1,371,314
354	CESO, per cap dues		45,750	44,746	50,423	56,292	50,980	47,810	28,512	38,568	30,600						\$.25 per month per member CESO dues and	30,600
355																	NW SPEEA per caps limited to income received from all other member groups	
356	State Organizations, per cap dues																	
357	Washington State		191,536	197,050	193,350	199,249	193,350	197,959	198,000	208,503	210,000						Continuing our presence at Washington State Labor Council	198,000
358																		
359	Kansas State AFL-CIO		12,334	13,124	12,334	14,063	12,334	12,688	12,334	15,086	12,334						Kansas State AFL-CIO	12,334
360																		
361	Oregon AFL-CIO		1,312	1,442	1,450	1,819	-	-	-	-	-							0
362	Central States IFPTE		250	250	250	550	550	1,100	550	-	550							550
363																		
364	Local Organizations, per cap dues																	
365	King County		66,184	66,649	70,193	71,579	70,193	69,416	70,193	69,834	70,193							70,193
366	NW Oregon		648	712	716	690	716	694	716	726	716							716
367	Pierce County		4,752	4,903	4,803	4,758	4,803	4,573	4,803	4,685	4,803							4,803
368	Snohomish County		40,410	43,016	42,295	44,613	42,295	46,814	46,500	50,187	50,000	*						46,500
369	Spokane County		390	449	441	421	441	371	441	418	441							441
370	Wichita-Hutchinson		8,908	9,721	8,908	11,719	8,908	9,716	10,250	12,572	10,250							10,250
371																		
372	Conventions and activities		46,864		91,198		93,091		38,884		148,951							
373	State & Local Conventions																	
374	NW Region Labor Council Delegates			11,460		544		(814)		-							CESO	0
375						40,960											2012 IFPTE Convention delegates, staff & ED \$2,000/each	112,000
376																	& misc costs \$70k AV expense sponsorship (tri-annually)	
377				2,407		5,874		-		1,264							IFPTE support	10,000
378				-													Oregon AFL-CIO	0
379				7,850		7,208		7,799		12,951							Washington State (annual and legislative)	12,951
380				7,045		10,382		6,337		11,257							NW CLUW Events (NEBs and Conventions)	7,000
381				1,506		4,242		1,996		3,457							MidW: Central States IFPTE	3,000
382				4,418		1,446		2,526		3,696							MidW: Kansas State AFL-CIO	2,000
383																	MidW: AFL-CIO Community Services Conference	2,000
384																	AFL/CIO bi annual (9)	0
385																		
386	Labor Support		34,202		40,000		40,000		40,000		50,000							
387				50,130		3,580		6,777		11,241							Allocated to support other labor organizations & causes	25,800
388																	includes Spokane Labor Rally	1,000
389																	2012-15 Washington State Labor Education	10,000
390				4,150		11,913		11,303		11,700							NW Council Labor Support items	11,700
391				1,000		1,224		1,000		1,500							MidW Council Labor Support items	1,500
392																		

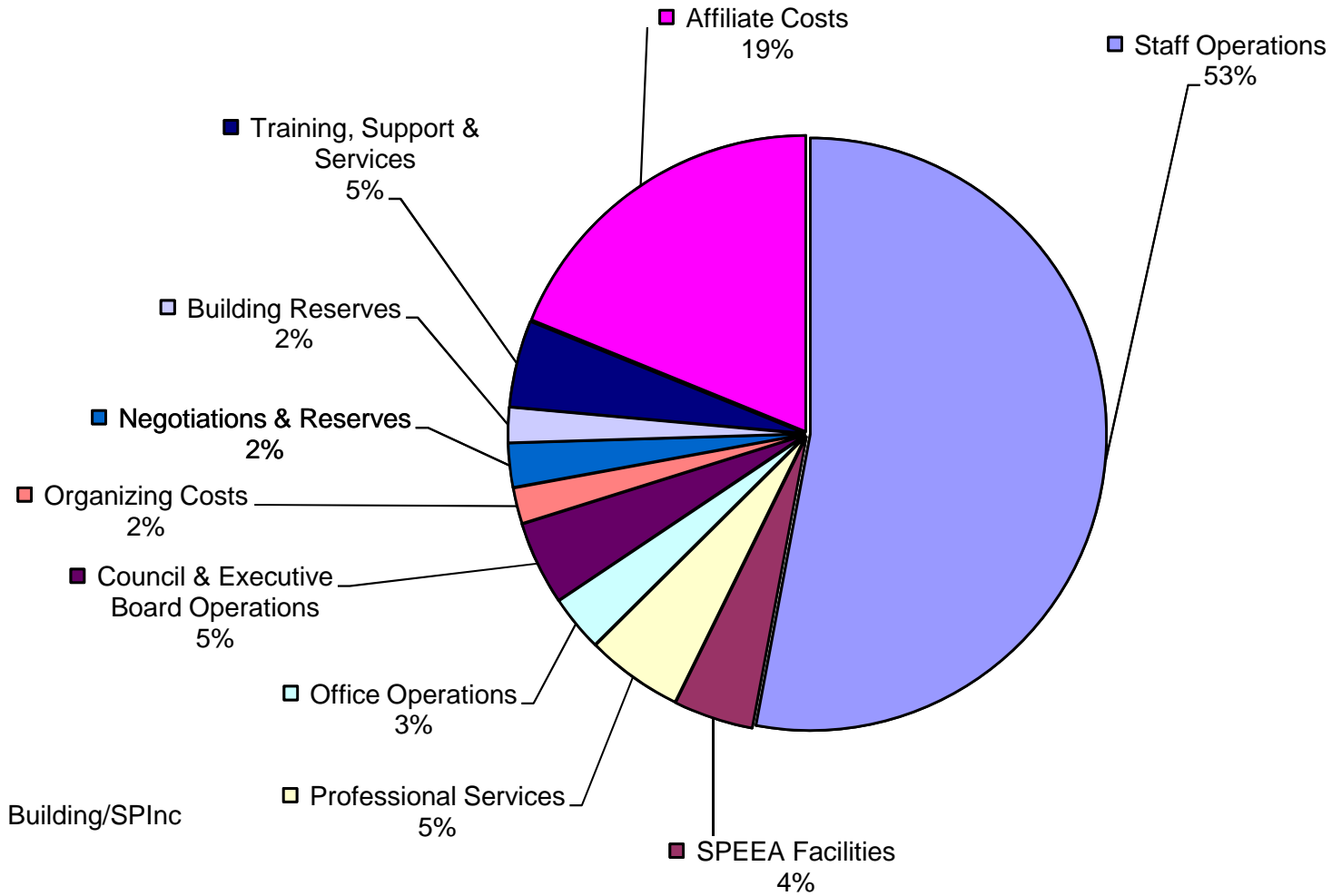
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q
1		2008/09		2009/10		2010/11		2011/12		2012/13							
2		Budget	Actual	Budget	Actual	Budget	Actual	Budget	Actual	Budget	Actual	projected year end (based upon 9 mon Dec '11 YTD)	Budget Proposal				
393	AFFILIATE COSTS	1,585,528	1,636,299	1,672,869	1,690,512	1,678,520	1,637,790	1,718,023	1,798,794			1,960,152					
394																	
395	BUILDINGS & CAPITAL EQUIPMENT:																
396	Equipment Purchases	25,000		32,500	-	32,500	102,816	250,000	75,000			150,000					
397																	
398																	
399																	
400																	
401																	
402																	
403																	
404																	
405																	
406																	
407																	
408																	
409																	
410	Building reserves	160,000															
411																	
412				50,000	-	50,000	-	50,000	-			50,000					
413																	
414																	
415	TOTAL BUILDING RESERVES	185,000	-	82,500	-	82,500	102,816	300,000	75,000			200,000					

2011/12 items included:
 Commencement of Union software installation 90,000
 Commencement of Video conference improvements 50,000

2012/13 potential items include:
- building reserves available
 Video conference for all offices 100,000
 Telephone & web ex all offices 100,000
 Union software, installation 30,000
 Replace Taber, printshop 16,000
 246,000

moved reserve balances to cover sheet
 Building upgrades 50,000

SPEEA 2012/13 Proposed Budget



Building/SPInc