

SPEEA Budget 2015/16

Proposal

	A	N	O	P	Q	R	S	T	U	V	W	X	Y	Z	AA
		2012/13		2013/14		2014/15		2015-16							
		Budget	Actual	Budget	Actual	Budget	Projected year end (based upon 9 mon Dec '14 YTD)	Proposed Budget							
1															
2															
3															
4	INCOME:	10,427,624	11,027,441	11,148,650	11,381,027	11,435,201	11,525,036	11,317,829							
5															
6															
7	STAFF OPERATIONS:	5,508,767	5,469,456	5,869,884	5,804,878	6,094,151	6,260,556	6,825,144							
8															
9	SPEEA FACILITIES:	452,580	421,539	313,900	295,672	318,000	309,389	308,000							
10															
11	PROFESSIONAL SERVICES:	549,100	456,846	561,100	578,931	543,000	619,093	540,000							
12															
13	OFFICE OPERATIONS:	317,600	351,307	335,000	259,277	305,000	340,290	320,700							
14															
15	COUNCIL & EXECUTIVE BOARD OPERATIONS:	477,121	600,833	594,163	566,429	621,060	562,064	644,895							
16															
17	ORGANIZING COSTS:	203,350	31,797	1,324,948	24,697	250,000	50,673	55,000							
18															
19	NEGOTIATIONS & RESERVES:	-	581,409	100,000	90,754	100,000	5,056	10,000							
20															
21	BUILDINGS & CAPITAL EQUIPMENT:	200,000	-	190,000	-	50,000	-	-							
22															
23	TRAINING, SUPPORT & SERVICES:	493,140	366,311	475,960	472,283	479,050	573,615	560,575							
24															
25	AFFILIATE COSTS:	1,960,452	2,032,886	1,945,080	1,901,348	1,937,981	1,931,202	2,000,499							
26															
27	TOTAL EXPENSES	10,162,110	10,312,383	11,710,035	9,994,269	10,698,242	10,651,937	11,264,813							
28															
29	RESERVES:														
30	General			200,000	500,000	300,000							General Fund Reserve balance 12/31/2014	4,665,845	
31															
32	Negotiations	250,000		250,000									Negotiation Reserve balance 12/31/2014	1,605,230	
33															
34	Organizing												Organizing Reserve balance 12/31/2014	1,269,948	
35															
36	Building/SPInc		500,000		500,000	425,000		40,000					Building Reserve balances total 12/31/2014	4,001,481	
37															
38													SPInc Reserve balances total 12/31/2014	485,446	
39															
40	INCOME OVER EXPENSES	15,514	215,058	(1,011,386)	386,758	11,959	873,099	13,016						12,027,950	

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		2012/13		2013/14		2014/15		2015-16							
		Budget	Actual	Budget	Actual	Budget	Projected year end (based upon 9 mon Dec '14 YTD)	Budget	Proposed Budget						
42	INCOME:														
44	Dues	10,184,005	10,853,365	10,923,267	11,191,026	11,208,792	11,262,116	11,062,278					Estimate based on December 2014 membership		
45													Estimate includes BU member loss realted to BRNT & CAS,		
46													and general business cycle.		
47													based upon dues rate of \$43.92 (4.55% increase)		
48															
49	includes members and agency fee payers														
53	Beck objectors	243,619	173,730	225,383	190,001	226,409	262,920	255,551					Beck calculation based upon 580 Beck Objectors		
55	Miscellaneous Income		346		-		-								
58	TOTAL INCOME	10,427,624	11,027,441	11,148,650	11,381,027	11,435,201	11,525,036	11,317,829							
60	STAFF OPERATIONS:														
62	Salaries & employer taxes	4,185,933	4,154,859	4,484,888	4,370,393	4,585,033	4,678,417	4,980,173					Projected payroll expenses include provisions in Union Contracts		
63	present salaries & contractual raises												and expected increases in benefits costs		
64	estimated overtime												Overtime (OT) is budgeted at 8.0% (from 5% prior year)		
65	does not include Ed Wells staff							200,616					PTO & Benefits 3 staff retiring		
66	FICA, FUTA, Emp Security														
67	Workman Comp, Payroll processing fees														
68															
69													Includes auto and phone allowances		
70													These amounts do not included Ed Wells staff costs		
71	Medical Benefits	625,371	604,219	659,241	674,867	746,258	761,342	778,496							
72	Health/HRA/ Dental/Vision												38 employees, 8 retirees		
74	Employee Benefits	687,713	686,785	716,006	749,749	751,610	771,488	854,610							
75	401k/pension/LTD&Life insurance														
77	Local transportation	1,250	1,692	1,250	411	1,250	2,324	1,250					SPEEA van in Kansas		
78	license tabs, gas, repair														
80	General Staff administration	8,500	21,901	8,500	9,459	10,000	46,985	10,000							
81	includes, misc mileage & meals,														
82	hiring's & terminations, parking,														
83	other														
84	TOTAL STAFF OPERATIONS	5,508,767	5,469,456	5,869,884	5,804,878	6,094,151	6,260,556	6,825,144							

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1		2012/13		2013/14		2014/15		2015-16							
2		Budget	Actual	Budget	Actual	Budget	Actual	Projected year end (based upon 9 mon Dec '14 YTD)	Proposed Budget						
85															
86	SPEEA FACILITIES:														
87															
88	Property taxes	4,250	3,784	4,000	3,508	5,000	7,270	5,000					Personal property taxes (computers equipment etc)		
89															
90	Rent - SPEEA Properties: Seattle	192,000	192,000	106,500	106,500	106,500	106,500	106,500	106,500				The building is leased from SPEEA Properties Inc. (SPInc)		
91	Rent - SPEEA Properties: Everett	76,800	76,800	43,500	43,500	43,500	43,500	43,500	43,500				All building costs are paid by SPInc commenced 2009/2010.		
92	Rent - Wichita Office	49,230	47,335	47,400	48,076	50,000	54,004	50,000							
93															
94	Phones & internet access	80,000	55,469	65,000	51,307	60,000	49,301	50,000					All phones and internet access for all offices (includes cell phones). changes in internet vendor provided savings 2011/12		
95	Seattle, Everett, Wichita														
96															
97	Utilities	8,500	5,299	6,500	5,712	6,500	4,585	6,500					Utilities for Wichita		
98	garbage, sewer, water, electric														
99															
100	Facilities Maintenance	6,300	8,009	6,500	3,379	6,500	4,402	6,500					Facilities for Wichita		
101															
102	Insurance	35,500	32,843	34,500	33,690	40,000	39,827	40,000					Insurance costs, includes general union liability		
103															
104	TOTAL SPEEA FACILITIES	452,580	421,539	313,900	295,672	318,000	309,389	308,000							
105															
106	PROFESSIONAL SERVICES:												Includes Buescher, Goldhammer, Kelman, Dodge PC retainer at \$16,500/mo		
107															
108	Attorney	375,000	252,387	350,000	333,959	300,000	508,895	300,000					Includes represenational legal fees as well as fees related to Agency fee paying represented employees		
109	Buescher, Goldhammer, Kelman,														
110	and other firms as needed														
111															
112	Arbitration	100,000	106,908	150,000	120,402	125,000	29,674	125,000					Includes arbitrator fees & travel , meeting rooms, court reporting, travel expenses		
113															
114															
115															
116	Actuary	6,600	6,600	6,600	23,035	30,000	6,600	30,000					Consultation on benefits (Steve Delapp)		
117	The Segal Company												Negotiation services, refer to reserves		
118															
119	Auditor	40,000	38,822	27,000	36,837	38,000	34,017	35,000					The outside Auditor is required to do annual audit, also conducts the Beck Objector Audit, and helps with financial advice.		
120															
121															
122															
123	Communications Support	25,000	-	25,000	-	25,000	4,591	25,000					Outside consultant costs related to SPEEA website		
124													Video and Web development, allow for "new member" media		
125													previous videos were accounted for to Negotiations		
126															
127	Other professional services	2,500	52,129	2,500	64,697	25,000	35,315	25,000							
128															
129	TOTAL PROFESSIONAL SERVICES	549,100	456,846	561,100	578,931	543,000	619,093	540,000							

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1		2012/13		2013/14		2014/15		2015-16							
2		Budget	Actual	Budget	Actual	Budget	Actual	Projected year end (based upon 9 mon Dec '14 YTD)	Proposed Budget						
3															
130	OFFICE OPERATIONS														
131															
132	Printing supplies & services	42,500	59,792	50,000	68,842	50,000	49,953	50,000	50,000				Newsletter, member mailings, including Executive Board, IFPTE elections		
133	paper, envelopes, ink, film, chemicals												and Constitutional referendums, 2014/15 many of these costs shifting to outside vendor, includes general office printing and paper supplies		
134															
135															
136	Office Expenses	80,000	66,518	70,000	45,381	50,000	55,793	50,000	50,000				All general office supplies and miscellaneous cost of running offices.		
137	Office supplies, local printer toners, allocated pop/coffee, misc expenses)														
138															
139															
140	Electronic Supplies	15,000	11,949	20,000	3,451	15,000	11,647	15,000	15,000				Non capital electronic office expenses		
141															
142															
143	Software licenses	47,350	64,395	50,000	39,790	50,000	54,461	50,000	50,000				Union software and trend of expenses moving toward licensing. bi-annual pack up services, even years.		
144															
145															
146	Equipment Upgrades & Replacement	28,000	12,099	28,000	27,353	28,000	35,061	28,000	28,000				Upgrades or replaces un-repairable & outdated office equipment		
147													General upgrades (includes misc upgrades to Council ro	5,000	
148													Computers (on a 3 and 5 year cycle)	18,000	
149													Printers & other computer accessories	5,000	
150															
151	Equipment contracts & maintenance	32,000	28,568	35,000	16,241	35,000	49,789	35,000	50,000				Repairs, maintenance and lease agreements (copiers and printing equipment)		
152															
153	Postage & delivery	65,000	97,202	70,000	52,780	65,000	69,136	65,000	65,000				Postage and fees to mail "pre-sort" newsletters, etc.		
154	all postage and delivery costs if any Electronic Voting costs incurred												Daily service for mail to terminal annex post office		
155													Includes between office locations, referendum and Constitutional changes		
156															
157	Subscriptions & Books	7,750	10,784	12,000	5,439	12,000	14,450	12,000	12,700				BNA books, Congressional Quarterly, Newspapers, News clipping service, misc books, includes Council book clubs		
158															
159															
160	TOTAL OFFICE OPERATIONS	317,600	351,307	335,000	259,277	305,000	340,290	305,000	320,700						
161															
162	COUNCIL & EXECUTIVE BOARD OPERATIONS:														
163															
164	FOOD														
165	Executive Board & Executive Board Cmte	5,000	4,926	5,000	5,324	6,000	5,929	6,000	6,000				Executive Board & all EB committees food.		
166	Joint Committees	-	288	1,000	1,914	2,000	2,362	2,000	2,000				Negotiation year, expenses transition to Negotiations		
167	Tellers	1,250	1,490	1,500	1,650	1,500	965	1,500	1,500						
168	Judicial Review	200	-	200	-	200	-	200	200						
169															
170	SPEEA Council	7,300	3,902	7,300	5,693	7,300	7,300	7,300	7,300				Council Officer food included within Council budgets	7,300	[S-C]

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1		2012/13		2013/14		2014/15		2015-16							
2		Budget	Actual	Budget	Actual	Budget	Actual	Projected year end (based upon 9 mon Dec '14 YTD)	Proposed Budget						
171	SPEEA Council Committees	7,500	5,421	8,500	4,571	7,500	5,208	7,500	5,208	7,500				7,500	[S-C]
172															
173	NW Regional Council	21,000	12,922	21,000	15,988	21,000	18,855	21,000	18,855	21,000			Eight meetings per year, including one guest night	21,000	[NW-C]
174	NW Council Committees	10,000	5,640	10,000	10,296	10,000	10,984	10,000	10,984	10,000				10,000	[NW-C]
175	NW Council/Area Rep expenses			-									Area Rep meetings moved to membership meetings		[NW-C]
176				-											
177	MidW Regional Council	3,500	2,845	3,500	3,287	4,460	4,886	4,460	4,886	4,460				4,460	[MidW-C]
178	MidW Council Committees	3,500	848	3,750	2,058	3,750	816	3,750	816	3,750				3,750	[MidW-C]
179	MidW Council/Area Rep Expenses			-									Area Rep meetings moved to membership meetings		[MidW-C]
180	MidW Wichita Engineering Unit (WEU)	500	-	500	-	500	-	500	-	500				500	[MidW-C]
181	MidW Wichita Technical and Professional Unit (WTPU)														[MidW-C]
182															
183	total food	59,750	38,281	62,250	50,782	64,210	57,306	64,210	57,306	64,210					
184															
185	Mileage & childcare reimbursements	7,000	8,581	10,000	6,481			10,904		10,000			All members mileage accounted for together		
186															
187	Partnership activities	-	-	-	-	-	-	-	-	-					
188															
189	Shareholder meeting presence	2,000		4,000		4,000		4,000		4,000					
190													General allocation	0	
191			1,413		2,617			2,990					MidW Council budgeted Shareholders meeting - Spirit	4,000	[MidW-C]
192															
193	Community Participation	63,050		74,683		95,850		96,300		96,300			Building strong community relationships for reciprocal support as needed		
194			17,650		77,042			20,000					General	15,000	
195													Includes: Race for the Cure,	1,500	
196													CF event	1,500	
197															
198					2,100			1,800					SPEEA Council Community items (Diversity cmte)	750	[S-C]
199			39,300		39,800			62,050					NW Council Community items	62,050	[NW-C]
200			12,146		13,845			12,000					MidW Council Community items	15,500	[MidW-C]
201															
202	Trade Union Relations	500	-	500	-								Includes staff supporting visiting unions as guests		
203	Greeting and visiting other unions, developing strategy and relationships							500		500			and SPEEA visiting / meeting with other unions	500	
204															
205	advocating SPEEA issues														[MidW-C]
206															
207	Legislative Affairs	55,821		97,280		99,850		111,235		111,235			Staff support of activities and expenses related to SPEEA's white papers		
208			33,427		36,138			65,196					General: including IFPTE Legs Conference	30,000	
209	Executive Board												EB Legislative Action Committee	council meeting	
210	SPEEA L&PA		12,327		9,530			7,938					SPEEA Leg & Public Affairs Committee	42,150	[S-C]
211	NW L&PA		3,178		6,098			3,266					NW L&PA Committee	14,185	[NW-C]
212	MidW L&PA		11,770		8,340			14,130					MidW L&PA Committee	24,900	[MidW-C]
213															

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		2012/13		2013/14		2014/15		2015-16							
		Budget	Actual	Budget	Actual	Budget	Actual	Projected year end (based upon 9 mon Dec '14 YTD)	Proposed Budget						
214	Conferences, Travel and misc														
215	Executive Board	25,000	7,463	10,000	1,624	10,000	10,000	10,000	10,000				EB members' travel and other activities	10,000	
216															
217															
218															
219	SPEEA Council	700		2,700		2,850			2,900						
220			-		-			200					SPEEA Council	200	[S-C]
221			-		-			500					Council Officers	500	[S-C]
222													Organizational Planning	0	[S-C]
223								2,000					Diversity Committee	2,000	[S-C]
224													Steve Pezzini HOPE award	200	[S-C]
225													Recognition	0	[S-C]
226															
227	NW Council	3,300		2,750		3,800			5,750						
228			-		-			-					Northwest Council	0	[NW-C]
229			-		-			300					Council Officers	300	[NW-C]
230													Area Rep Recognition Event - moved to Executive Board		
231			-		-			500					Recognition & Awards	500	[NW-C]
232			-		-			-					ACT (books included in Subscriptions & Books)		[NW-C]
233						561		0					New Hire		[NW-C]
234			-		84			3,000					Women's Advocacy (SPEEA WAC forum and other cour	4,950	[NW-C]
235															
236	MidW Regional Council	1,000		1,000		1,000			1,000						
237													MidW Council Officers, General	0	[MidW-C]
238													MidW Regional Council: Irving CRs participation	0	[MidW-C]
239			56		401			1,000					MidW Regional Council: Recognitions	1,000	[MidW-C]
240													& Member Appreciations MidW Regional Council		
241			-		-			2,845					MidW Area rep appreciation event		[MidW-C]
242													MidW WAC: Business & Professional Women	0	[MidW-C]
243													MidW Young Professionals - most activities planned	0	[MidW-C]
244													budgeted within Internal Organizing/New Recruitment		
245															
246	Recognition Events	24,000		24,000											
247	Activist recognition events are chargeable for Beck		139		22,251	24,000	24,000	24,000	24,000				NW Awards Banquet	24,000	[NW-C]
248	all member activities are not chargeable for Beck.												MidW Recognition Banquet / Family Festival - moved to Membership activities		[MidW-C]
249															
250	Leave with Pay	230,000	409,746	300,000	283,319	310,000	255,494	310,000							
251	All time off requires prior approval												General LWP	300,000	
252															
253	Honoraria	5,000	5,355	5,000	5,417	5,000	4,645	5,000					\$500 annual to all EB members and all Council Chairs		
254															
255	TOTAL COUNCIL & EXECUTIVE BOARD OPERATIONS	477,121	600,833	594,163	566,429	621,060	562,064	644,895							

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2		Budget	Actual	Budget	Actual	Budget	Projected year end (based upon 9 mon Dec '14 YTD)	Proposed Budget							
256	ORGANIZING COSTS:	203,350	31,797	1,324,948	24,697	250,000	50,673	55,000					Organizing others and internal recruiting (including recertification drives) costs including: travel, legal, advertising, visibility items, meetings, mailings.		
257															
258															
259													Use reserve funds as appropriate		
260													Organizing Reserve balance 12/31/2014	1,269,948	
261															
262													MidW - Organizing	0	[MidW-C]
263															
264													External Organizing (efforts to add additional Bargaining Units)	50,000	
265															
266													Internal Organizing -Recruitment (efforts to increase membership in existing Bargaining Units)	5,000	
267															
268															
269															
270	TOTAL ORGANIZING COSTS	203,350	31,797	1,324,948	24,697	250,000	50,673	55,000							
271															
272	RESERVES:														
273															
274	Negotiation of Contracts & Survey Reserves		581,409	100,000	90,754	100,000	5,056	10,000							
275													Negotiation Reserve balance 12/31/2014	1,605,230	
276															
277	TOTAL NEGOTIATIONS COSTS	-	581,409	100,000	90,754	100,000	5,056	10,000							
278															
279	TRAINING, SUPPORT & SERVICES:														
280															
281	Membership Supplies	38,600	43,445	38,600	43,212	57,600	19,809	58,600					General membership supplies	25,000	
282													Includes shared costs of flu shots where employer doesn't provide (Triumph)		
283	Visibility items												includes apparel item for elected positions per term	3,600	
284	(not regularly stocked)												SPEEA Council AR Recognition	30,000	[S-C]
285															
286	Visibility Items Re-order	50,000	21,291	50,000	40,541	50,000	62,200	50,000					Re-order visibility items - Includes: Mugs, pens, lanyards, small bags, balsa wood airplanes, flying discs and pins.		
287													(Negotiations years more regularly stocked items used)		
288															
289															
290	Electronic & other Promotion	-		5,000	7,324	5,500	6,814	5,500					Facebook ads and press releases		
291															
292	SPOTLITE	90,000	83,067	80,000	98,517	80,000	159,954	165,000					Monthly SPOTLITE paper, supplies and zip code sorting through outside vendors. SPOTLITE APP new for 2015/16		
293	Postage, paper, sorting														
294															
295	Membership Meetings	34,000		19,000		12,000		12,000					CR/AR and other district meetings		
296			20,259		37,386		34,659						Meetings between staff & members includes presentations at SPEEA offices and in the workplace (i.e. SPEEA 101, open enrollment, retirement...)	10,000	
297															
298															
299			500		500		500						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							0						MidW All member meetings	2,000	[MidW-C]

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		Budget	Actual	Budget	Actual	Budget	Actual								
302													AR recognition events		
303															
304	Temporary medical insurance	50,000	43,588	25,000	7,696	8,000	1,800				-		program completed 12/31/2014		
305															
306	Membership Activities	18,300		30,950		27,750					30,300				
307			1,003		57						0		Membership Activities, general		
308			1,045		4,962						4,255		NW MAC: Events	6,900	[NW-C]
309			-		-						3,500		NW New Hire	3,000	[NW-C]
310			-		80						600		NW Movie Night	600	[NW-C]
311			3,064		-						3,000		NW Open House	3,000	[NW-C]
312													NW: Battle of the Bands (Joint with IAM)	0	[NW-C]
313											0		MidW: Win-win cards	0	[MidW-C]
314			7,712		8,093						12,350		MidW MAC / MW Young Professionals / Membership Recruitment	11,000	[MidW-C]
315			2,152		45						1,972		MidW Family Festival	2,300	[MidW-C]
316													MidW: AR Event (include's guest of ARs)	3,500	[MidW-C]
317															
318	Training and Leadership conference	114,740		97,410		96,300					91,000				
319	Council Convention		14,695		12,304						32,713		Council Convention	17,000	[S-C]
320	Leadership Conference		34,818		35,972						14,832		Leadership Conference	36,000	[S-C]
321	Travel Costs		30,922		31,301						32,196		Regional travel	35,000	[S-C]
322	and other training												SPEEA Leadership Development & Trg Committee	0	[S-C]
323			1,109		1,375						3,114		NW WAC trainings (Summer, Food for Thought)	3,000	[NW-C]
324															
325			6,530		30,000		14,929		31,900		21,936		General Training (includes CR & AR training - ie RONR,	31,900	
326													- AFL-CIO Young Workers: Next-up (3-4)		
327													- Labor Notes : Bi-annual even years		
328													- NW Council budgeted - Labor notes	6,275	[NW-C]
329													- MidW Council budgeted - Labor notes	0	[MidW-C]
330															
331													also other individual trainings as approved by the Board		
332															
333	Staff training & education	65,000	17,043	60,000	45,759	60,000	34,800				60,000		Contin. Ed., professional development and related fees &	30,000	
334	Includes professional affiliation												Combine staff training	15,000	
335													Harvard Labor Union program	15,000	
336													Certified Employee Benefits Specialist training		
337															
338	Contract Administration Misc.	7,500	6,164	15,000	12,278	15,000	9,711				15,000		Staff support of Contract and related issues		
339	grievance, lunches, parking.												labor/management lunches, Palmdale expected to require support		
340															
341	Staff travel & remote support	25,000	27,903	25,000	69,952	35,000	112,900				35,000		Additional expenses incurred for travel and travel related		
342	travel expenses for other than specific purposes												expenses to support the bargaining units with distance from SPEEA offices		
343													2014/15 included Palmdale settlement travel		
344	TOTAL TRAINING, SUPPORT & SERVICES	493,140	366,311	475,960	472,283	479,050	573,615				560,575				

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	A	N	O	P	Q	R	S	T	U	V	W	X	Y	Z	AA
1		2012/13		2013/14		2014/15		2015-16							
2		Budget	Actual	Budget	Actual	Budget	Actual	Projected year end (based upon 9 mon Dec '14 YTD)	Proposed Budget						
345															
346	AFFILIATE COSTS:														
347															
348	Per Cap Dues														
349	IFPTE, per cap dues	1,371,314	1,444,868	1,464,912	1,452,600	1,477,957	1,469,667		1,469,667				IFPTE - \$5.55/month/member and Agency fee payer		
351															
352	State Organizations, per cap dues														
353	Washington State	210,000	219,123	219,025	213,490	217,178	226,721 *		196,861	*			Continuing our presence at Washington State Labor Council	196,861	[NW-C]
354															
355	Kansas State AFL-CIO	12,334	15,078	12,334	11,885	13,000	11,040		13,000				Kansas State AFL-CIO	13,000	[MidW-C]
356															
357	Oregon AFL-CIO													0	[NW-C]
358	Central States IFPTE	550	550	550	550	550	550		550					550	[MidW-C]
359															
360	Local Organizations, per cap dues														
361	King County	70,193	73,403	74,628	74,143	74,928	79,547		69,358				Other per cap dues: Labor councils	69,358	[NW-C]
362	LA County		196	785	661	700	700		605					605	[NW-C]
363	NW Oregon	716	906	920	909	932	1,014		894					894	[NW-C]
364	Pierce County	4,803	5,011	5,091	5,008	5,070	5,339		4,633					4,633	[NW-C]
365	Snohomish County	50,000	55,339	56,493	51,263	56,580	59,445		51,240					51,240	[NW-C]
366	Spokane County	441	418	421	413	425	456		411					411	[NW-C]
367	Wichita-Hutchinson	10,250	11,756	10,250	8,914	11,000	8,280		11,000					11,000	[MidW-C]
368															
369	Conventions and activities	148,951		49,371		39,361			47,980						
370	State & Local Conventions														
371	Regional Labor Council Delegates		103,718		3,807				94,000				2015 IFPTE Convention delegates, staff & ED \$2,000/each & misc costs \$70k AV expense sponsorship (tri-annually)		
372															
373			2,727		14,078			243					IFPTE support	1,000	
374			-		2,073			-					SPEEA: Diversity - NAACP Conference	3,000	[S-C]
375			-		2,640			2,718					SPEEA: Diversity - Out & Equal Summit	3,300	[S-C]
376			-		1,420			-					SPEEA: Diversity - Out & Equal Local (Seattle)	500	[S-C]
377													SPEEA: Diversity - APALA bi-annual convention	2,000	[S-C]
378													SPEEA: Diversity - LCLAA convention	1,800	[S-C]
379													SPEEA: Diversity -	0	[S-C]
380			9,102		9,697			14,196					Washington State (annual and legislative)	15,570	[NW-C]
381			5,300		7,220			9,110					NW CLUW Events (NEBs and Conventions)	9,110	[NW-C]
382			720		2,513			1,238					MidW: Central States IFPTE [MidW L&PA]	6,000	[MidW-C]
383			874		2,084			637					MidW: Kansas State AFL-CIO [MidW L&PA]	2,000	[MidW-C]
384					-			0					MidW: Kansas State AFL-CIO Delegate attend 1/4ly Board mtg [MidW L&PA]	1,000	[MidW-C]
385													MidW: Wichita/Hutch Labor Fed Delegate [MidW L&PA]	700	[MidW-C]
386													MidW: AFL-CIO Community Services Conference [MidW L&PA]	2,000	[MidW-C]
387													AFL/CIO bi annual (9)	0	[MidW-C]

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	A	N	O	P	Q	R	S	T	U	V	W	X	Y	Z	AA
		2012/13		2013/14		2014/15		2015-16							
		Budget	Actual	Budget	Actual	Budget	Actual	Projected year end (based upon 9 mon Dec '14 YTD)	Proposed Budget						
388								0					MidW Membership Recruitment: Kansas YP Conference	0	[MidW-C]
389													MidW Membership Recruitment: AFL-CIO Conference	0	[MidW-C]
391	Labor Support	50,300		50,300		40,300			40,300						
392			71,690	-	17,128				28,800				Allocated to support other labor organizations & causes includes Spokane Labor Rally	25,550	
393													2012-15 Washington State Labor Education completed	1,000	
394													SPEEA Council Labor support activities and donations (APRI & APALA banquets)	2,750	[S-C]
396			11,107	-	18,852				10,000				NW Council Labor Support items	9,700	[NW-C]
397													NW Labor Delegates Forum events	300	[NW-C]
398			1,000	-	-				1,500				MidW Council Labor Support items	1,000	[MidW-C]
400	AFFILIATE COSTS	1,960,452	2,032,886	1,945,080	1,901,348	1,937,981	1,931,202		2,000,499						
401	BUILDINGS & CAPITAL EQUIPMENT:														
403	Equipment Purchases	150,000	-	140,000	-				-				- building reserves available		
405													Building Reserve balances total 12/31/2014	4,001,481	
407													SPInc Reserve balances total 12/31/2014	485,446	
410													2015/16 potential items include:		
411													- Document Retention		
412													- reuse print shop, HQ		
413													- Everett office alignment		
415	Building reserves														
417		50,000	-	50,000	-	50,000	-		-						
419	TOTAL BUILDING RESERVES	200,000	-	190,000	-	50,000	-		-						

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