

SPEEA Budget 2018/19

	A	W	X	M	Z	AA	AI	AC	AD	AA	AG	AI	AJ	AK
1		2015-16		2016-17		2017-18		2018-19						
2		Budget	Actual	Budget	Actual	Budget	Projected year end (based upon 9 mon Dec '16 YTD)	Budget			DRAFT Budget			
4	INCOME:	11,317,829	11,327,688	11,313,804	11,062,443	11,306,355	10,374,002				10,531,692			
7	STAFF OPERATIONS:	6,825,144	7,078,668	6,991,115	6,487,946	7,201,677	6,647,885				6,893,839			
9	SPEEA FACILITIES:	308,000	287,957	308,000	280,299	282,500	282,012				281,000			
11	PROFESSIONAL SERVICES:	540,000	661,098	546,600	443,278	521,600	449,372				470,000			
13	OFFICE OPERATIONS:	320,700	340,864	325,700	308,861	330,700	308,074				311,000			
15	COUNCIL & EXECUTIVE BOARD OPERATIONS:	644,895	731,119	639,249	568,256	620,370	579,949				533,840			
17	ORGANIZING COSTS:	55,000	61,086	55,000	89,660	55,000	58,881				55,000			
19	NEGOTIATIONS & RESERVES:	10,000	75,272	50,000	61,268	50,000	-				50,000			
21	BUILDINGS & CAPITAL EQUIPMENT:	-	-	-	137,341	-	-				-			
23	TRAINING, SUPPORT & SERVICES:	560,575	514,176	566,250	452,137	597,275	518,620				529,775			
25	AFFILIATE COSTS:	2,000,499	1,922,211	1,895,062	1,727,599	1,686,930	1,632,504				1,753,471			
27	TOTAL EXPENSES	11,264,813	11,672,452	11,376,976	10,556,645	11,346,052	10,477,295				10,877,924			
29	RESERVES:													
30	General		3,000,000	800,000									General Fund Reserve balance 12/31/2017	5,469,447
32	Negotiations												Negotiation Reserve balance 12/31/2017	1,637,728
34	Organizing												Organizing Reserve balance 12/31/2017	1,306,843
36	Building/SPInc	40,000											Building Reserve balances total 12/31/2017	5,190,341
38													SPInc Reserve balances total 12/31/2017	0
40	Legal remedies (reimbursement of dues income/legal expenses)		1,194,278	900,000										
42	INCOME OVER EXPENSES	13,016	(2,150,486)	36,828	505,798	(39,698)	(103,293)				(346,232)			13,604,360

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3														
43														
44	INCOME:													
45														
46	Dues	11,062,278	11,097,930	11,104,676	10,862,662	11,104,676	10,206,100	10,351,418	Estimate based on December 2017 membership based upon projections from The Company estimate flat employment for the first half of the year then some increases based upon dues rate of \$48.33 (2.37% increase)					
47														
48														
49														
50	includes members and agency fee payers													
51														
52														
53														
54	Beck objectors	255,551	229,757	209,127	199,781	201,678	167,902	180,275	Beck calculation based upon 400 Beck Objectors					
55														
56	Miscellaneous Income													
57														
58	TOTAL INCOME	11,317,829	11,327,688	11,313,804	11,062,443	11,306,355	10,374,002	10,531,692						
59														
60	STAFF OPERATIONS:													
61														
62	Salaries & employer taxes	5,180,789	5,243,105	5,219,728	4,809,577	5,497,293	4,903,712	5,153,253	Projected payroll expenses include provisions in Union Contracts					
63	present salaries & contractual raises, estimated overtime 8%													
64														
65	does not include Ed Wells staff													
66	FICA, FUTA, Emp Security													
67	Workman Comp, Payroll processing fees													
68														
69	Medical Benefits	778,496	871,598	860,357	791,351	837,298	828,754	825,426	Includes auto and phone allowances					
70	Health/HRA/ Dental/Vision													
71														
72	Employee Benefits	854,610	939,677	899,780	878,876	855,836	909,569	907,910	These amounts do not included Ed Wells staff costs					
73	401k/pension/LTD&Life insurance													
74														
75	Local transportation	1,250	419	1,250	2,139	1,250	857	1,250	SPEEA van in Kansas					
76	license tags, gas, repair													
77														
78	General Staff administration	10,000	23,869	10,000	6,004	10,000	4,992	6,000						
79	includes, misc mileage & meals,													
80	hiring's & terminations, parking, other													
81														
82	TOTAL STAFF OPERATIONS	6,825,144	7,078,668	6,991,115	6,487,946	7,201,677	6,647,885	6,893,839						
83														
84	SPEEA FACILITIES:													
85														
86	Property taxes	5,000	4,041	5,000	11,113	7,500	5,850	6,000	Personal property taxes (computers equipment etc)					
87														
88	Rent - SPEEA Properties: Seattle	106,500	106,500	106,500	106,500	106,500	106,500	106,500	The building is leased from SPEEA Properties Inc. (SPInc)					
89	Rent - SPEEA Properties: Everett	43,500	43,500	43,500	43,500	43,500	43,500	43,500	All building costs are paid by SPInc commenced 2009/2010.					
90	Rent - Wichita Office	50,000	49,552	50,000	26,833	50,000	50,000	50,000	KSSPINC					
91														
92	Phones & internet access	50,000	39,753	50,000	40,958	40,000	40,840	40,000	All phones and internet access for all offices (includes cell phones).					
93	Seattle, Everett, Wichita													
94														
95	Utilities	6,500	4,530	6,500	7,450	-	-	-	Commencing 2017-18					
96	garbage, sewer, water, electric													
	Offices managed by SPInc and KSPInc, LLC													

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2	Budget	Actual	Budget	Actual	Budget	Projected year end (based upon 9 mon Dec '16 YTD)	DRAFT Budget							
97								Expenses paid by property management include:						
98	Facilities Maintenance	6,500	5,390	6,500	8,645	-	516	-	Taxes, Insurance, Utilities and most facilities maintenance expenses					
99														
100	Insurance	40,000	34,691	40,000	35,299	35,000	34,804	35,000	Insurance costs, includes general union liability					
101														
102	TOTAL SPEEA FACILITIES	308,000	287,957	308,000	280,299	282,500	282,012	281,000						
103														
104	PROFESSIONAL SERVICES:													
105	Attorney	300,000	562,186	400,000	363,632	400,000	395,148	400,000	Includes representational legal fees as well as fees related to Agency fee paying represented employees.					
106	Buescher, Goldhammer, Kelman, Dodge PC and other firms as needed													
107														
108	Arbitration	125,000	31,113	50,000	29,245	42,500	8,217	15,000	Includes arbitrator fees & travel , meeting rooms, court reporting, travel expenses					
109														
110														
111	Actuary	30,000	6,600	6,600	1,650	6,600	-	1,500	Consultation on benefits (Steve Delapp)					
112	The Segal Company													
113														
114	Auditor	35,000	40,050	40,000	35,132	37,500	33,402	33,500	The outside Auditor is required to do annual audit, also conducts the Beck Objector Audit, and helps with financial advice.					
115														
116														
117	Communications Support	25,000	9,006	25,000	1,860	20,000	872	10,000	Outside consultant costs related to SPEEA website					
118	Video and Web development, allow for "new member" media													
119	previous videos were accounted for to Negotiations													
120	Other professional services	25,000	12,144	25,000	11,760	15,000	11,733	10,000						
121														
122	TOTAL PROFESSIONAL SERVICES	540,000	661,098	546,600	443,278	521,600	449,372	470,000						
123	OFFICE OPERATIONS													
124														
125	Printing supplies & services	50,000	69,430	65,000	57,326	65,000	62,668	63,000	Newsletter, member mailings, including Executive Board, IFPTE elections and Constitutional referendums as necessary.					
126	paper, envelopes, ink, film, chemicals													
127														
128														
129	Office Expenses	50,000	60,532	50,000	64,974	60,000	65,937	62,500	All general office supplies and miscellaneous cost of running offices.					
130	Office supplies, local printer toners,													
131	allocated pop/coffee, misc expenses)													
132														
133	Electronic Supplies	15,000	2,266	10,000	2,236	7,500	4,832	5,000	Non capital electronic office expenses					
134														
135														
136	Software licenses	50,000	54,855	55,000	50,114	55,000	63,272	60,000	Union software and trend of expenses moving toward licensing. bi-annual pack up services, even years.					
137														
138														
139	Equipment Upgrades & Replacement	28,000	25,313	18,000	13,357	18,000	8,871	18,000	Upgrades or replaces un-repairable & outdated office equipment					
140	General upgrades (includes misc upgrades to Council rooms and other)													
141	Computers													
142	Printers & other computer accessories													
143														
144	Equipment contracts & maintenance	50,000	55,339	50,000	50,575	50,000	26,056	26,000	Repairs, maintenance and lease agreements (copiers and printing equipment)					
145														
146	Postage & delivery	65,000	61,304	65,000	51,267	62,500	62,500	62,500	Postage and fees to mail "pre-sort" newsletters, etc.					
147	all postage and delivery costs													
148	if any Electronic Voting costs incurred													
149	Includes between office locations, referendum and Constitutional changes													
150	Subscriptions & Books	12,700	11,826	12,700	19,013	12,700	13,936	14,000	Congressional Quarterly, Newspapers,					

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2		Budget	Actual	Budget	Actual	Budget	Projected year end (based upon 9 mon Dec '16 YTD)	Budget	DRAFT Budget					
151														
152														
153		TOTAL OFFICE OPERATIONS	320,700	340,864	325,700	308,861	330,700	308,074	311,000					
154														
155		COUNCIL & EXECUTIVE BOARD OPERATIONS:												
156														
157		FOOD												
158		Executive Board & Executive Board Cmte	6,000	8,534	8,000	6,992	8,000	5,262	8,000					
159		Joint Committees	2,000	2,042	2,000	2,172	2,000	4,137	2,000					
160		Tellers	1,500	1,049	1,500	348	1,200	1,012	1,200					
161		Judicial Review	200	-	200	-	200	-	200					
162														
163		SPEEA Council	7,300	6,009	7,300	8,669	5,200	4,602	5,200				5,200	[S-C]
164		SPEEA Council Committees	7,500	8,546	7,500	9,895	7,500	8,218	7,500				7,500	[S-C]
165														
166		NW Regional Council	21,000	21,516	21,000	18,150	21,000	20,084	19,500				19,500	[NW-C]
167		NW Council Committees	10,000	12,387	10,000	11,690	10,000	11,875	13,500				13,500	[NW-C]
168		NW Council/Area Rep expenses					-	-	-					[NW-C]
169														
170		MidW Regional Council	4,460	4,107	4,000	4,597	3,720	7,117	3,720				3,720	[MidW-C]
171		MidW Council Committees	3,750	348	2,000	966	2,000	689	2,000				2,000	[MidW-C]
172		MidW Council/Area Rep Expenses					-	-	-					[MidW-C]
173		MidW Wichita Engineering Unit (WEU)	500	-	500	-	500	-	500				500	[MidW-C]
174		MidW Wichita Technical and Professional Unit (WTPU)			500		500		500				500	[MidW-C]
175														
176		total food	64,210	64,538	64,500	63,480	61,820	62,998	63,820					
177														
178		Mileage & childcare reimbursements	10,000	7,966	7,500	5,834	7,500	6,945	7,500					
179														
180		Partnership activities												
181														
182		Shareholder meeting presence	4,000		3,500		3,500		9,000					
183														
184														
185														
186		Community Participation	96,300		110,320		113,150		113,400					
187														
188														
189														
190														
191														
192														
193														
194														
195		Trade Union Relations												
196		Greeting and visiting other unions,	500		500		500		500				500	
197		developing strategy and relationships												
198		advocating SPEEA issues												[MidW-C]
199														
200		Legislative Affairs	111,235		93,454		83,800		62,000					
201														
202		Executive Board		135,664		70,050		76,714					30,000	
203		SPEEA L&PA		34,238		47,982		49,900					300	[S-C]

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2		Budget	Actual	Budget	Actual	Budget	Projected year end (based upon 9 mon Dec '16 YTD)	Budget			DRAFT Budget			
204													17,500	[S-C]
205													10,800	[S-C]
206	NW L&PA	10,674		-				1,400					900	[NW-C]
207													0	[NW-C]
208	MidW L&PA	24,900		2,515				2,500					2,500	[MidW-C]
209													0	[MidW-C]
210														
211	Conferences, Travel and misc													
212	Executive Board	10,000	9,428	10,000	2,000	10,000	3,655	10,000					10,000	
213														
214														
215														
216	SPEEA Council	2,900		3,000		2,200		2,200						
217													0	[S-C]
218					4,198			827					0	[S-C]
219													0	[S-C]
220			1,820		204								2,000	[S-C]
221													200	[S-C]
222														
223	NW Council	5,750		2,975		6,900		9,120						
224			2,018		321								1,100	[NW-C]
225													2,900	[NW-C]
226														
227			1,560										0	[NW-C]
228														[NW-C]
229					2,339			3,900					0	[NW-C]
230					1,147			1,700					5,120	[NW-C]
231														
232	MidW Regional Council	1,000		4,500		4,000		4,300						
233													0	[MidW-C]
234			552		729			500					500	[MidW-C]
235														
236			3,387					3,500					3,800	[MidW-C]
237													0	[MidW-C]
238														
239														
240	Recognition Events													
241	Activist recognition events are chargeable for Beck	24,000	16,079	24,000	23,375	22,000	22,000	22,000					22,000	[NW-C]
242	all member activities are not chargeable for Beck.													[MidW-C]
243														
244	Leave with Pay	310,000	320,068	310,000	257,255	300,000	228,615	225,000						
245	All time off requires prior approval													
246														
247	Honoraria	5,000	5,542	5,000	4,866	5,000	5,000	5,000						
248														
249	TOTAL COUNCIL & EXECUTIVE BOARD OPERATIONS	644,895	731,119	639,249	568,256	620,370	579,949	533,840						
250	ORGANIZING COSTS:	55,000	61,086	55,000	89,660	55,000	58,881	55,000						
251														
252														
253														
254														
255													1,306,843	

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1		2015-16		2016-17		2017-18		2018-19						
2		Budget	Actual	Budget	Actual	Budget	Projected year end (based upon 9 mon Dec '16 YTD)	Budget			DRAFT Budget			
256													0	[MidW-C]
257														
258													50,000	
259														
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261													5,000	
262														
263														
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	W		X		Z		AA		AC		AD		AG		AI		AJ	AK
1	2015-16		2016-17		2017-18		2018-19											
2	Budget	Actual	Budget	Actual	Budget	Projected year end (based upon 9 mon Dec '16 YTD)	Budget		DRAFT Budget									
3																		
311																		
312	Training and Leadership conference		91,000		99,200		101,650		105,650									
313	Council Convention	13,866		38,797		39,713				Council Convention			22,250				[S-C]	
314	Leadership Conference	46,664		22,147		23,606				Leadership Conference			35,000				[S-C]	
315	Travel Costs	40,258		28,063		38,417				Regional travel			40,000				[S-C]	
316	and other training									SPEEA Leadership Development & Trg Committee			0				[S-C]	
317		3,605		2,364		-				NW WAC trainings (Summer, Food for Thought)			5,400				[NW-C]	
318										MidW WAC: Annual Western Regional Summer Institute on Union Women			3,000				[MidW-C]	
319																		
320																		
321		38,175		7,017	31,900	9,280	31,900	7,189	25,000	General Training (includes CR & AR training - ie RONR,			25,000					
322										- AFL-CIO Young Workers: Next-up (2-4) National Conference								
323										- Labor Notes : Bi-annual even years (8)								
324										- NW Council no longer budgets - Labor notes ACT as provided within SPEEA EB budget			0				[NW-C]	
325										- MidW Council no longer budgets - Labor notes ACT as provided within SPEEA EB budget			0				[MidW-C]	
326										- MidW AFL-CIO Next Up Young Workers Summit 2016,), moved to SPEEA EB budget			0				[MidW-C]	
327																		
328										also other individual trainings as approved by the Board								
329																		
330	Staff training & education		60,000	20,020	60,000	14,440	60,000	59,912	60,000	Contin. Ed., professional development and related fees & licenses			30,000					
331	Includes professional affiliation									Combine staff training			15,000					
332										Harvard Labor Union program			15,000					
333										Certified Employee Benefits Specialist training								
334																		
335	Contract Administration Misc.		15,000	2,228	5,000	1,531	5,000	2,877	3,000	Staff support of Contract and related issues								
336	grievance, lunches, parking.									labor/management meetings								
337																		
338	Staff travel & remote support		35,000	28,301	45,000	39,214	45,000	38,353	40,000	Additional expenses incurred for travel and travel related								
339	travel expenses for other than specific purposes									expenses to support the bargaining units with distance from SPEEA offices								
340																		
341	TOTAL TRAINING, SUPPORT & SERVICES		560,575	514,176	566,250	452,137	597,275	518,620	529,775									
342																		
343	AFFILIATE COSTS:																	
344																		
345	Per Cap Dues																	
346	IFPTE, per cap dues		1,469,667	1,403,952	1,465,286	1,353,715	1,273,511	1,241,124	1,291,612	IFPTE - \$6.04 /month/member and Agency fee payer								
348																		
349	State Organizations, per cap dues																	
350	Washington State	196,861	192,489	191,648	201,171	200,000	193,678	189,408					189,408				[NW-C]	
351																		
352	Kansas State AFL-CIO	13,000	9,481	13,000	8,933	8,750	8,841	9,211					9,211				[MidW-C]	
353																		
354	Oregon AFL-CIO												0				[NW-C]	
355	Central States IFPTE	550	550	550	550	550	550	550					550				[MidW-C]	
356																		
357	Local Organizations, per cap dues																	
358	King County	69,358	70,501	69,776	64,368	60,000	57,565	55,988					55,988				[NW-C]	
359	LA County	605	497	475	440	425	418	436					436				[NW-C]	
360	NW Oregon	894	976	948	996	950	950	919					919				[NW-C]	
361	Pierce County	4,633	4,521	4,476	4,312	4,000	3,844	3,792					3,792				[NW-C]	
362	Snomish County	51,240	52,421	52,446	51,668	50,000	46,945	46,134					46,134				[NW-C]	
363	Spokane County	411	434	429	436	390	267	242					242				[NW-C]	
364	Wichita-Hutchinson	11,000	7,109	11,000	6,700	6,550	6,545	6,579					6,579				[MidW-C]	
365																		

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366	Conventions and activities	47,980		44,728		57,454			124,250					
367	State & Local Conventions													
368	Regional Labor Council Delegates	94,000	110,305		30		-							
369													80,000	
370			2,952		1,547		299						1,000	
371			3,291		-		6,522						2,150	[S-C]
372			5,910		848		-						3,750	[S-C]
373			2,525				4,711						850	[S-C]
374													0	[S-C]
375													500	[S-C]
376					189		4,711						0	[S-C]
377			10,635		10,837		16,896						15,500	[NW-C]
378			18,397		10,577		11,157						9,600	[NW-C]
379													0	[NW-C]
380													3,000	[MidW-C]
381			4,423		2,413		4,829						4,000	[MidW-C]
382			3,026		1,652		2,786						1,250	[MidW-C]
383			-		-		-						0	[MidW-C]
384													900	[MidW-C]
385													500	[MidW-C]
386													1,250	[MidW-C]
387														
388	Labor Support	40,300		40,300		24,350			24,350					
389			12,180		629		13,293						15,000	
390														
391													completed	
392													2,950	[S-C]
393			5,022		3,332		3,563						3,900	[NW-C]
394			614		2,256		3,008						2,500	[MidW-C]
395														
396	AFFILIATE COSTS	2,000,499	1,922,211	1,895,062	1,727,599	1,686,930	1,632,504		1,753,471					
398	BUILDINGS & CAPITAL EQUIPMENT:													
399	Equipment Purchases													
400					137,341									
401														
402														
403														
404														
405														
406														
407														
408	TOTAL BUILDING RESERVES				137,341									
409														

SPEEA 2018/19 Budget

