

SPEEA Budget 2020/21

	A	AC	AD	AA	AG	AH	AJ	AK	AM	AO	AP	AQ
1	2017-18		2018-19		2019-20		2020-21					
2	Budget	Actual	Budget	Actual	Budget	Projected year end (based upon 9 mon Dec '19 YTD)	WORKING DRAFT Budget					
3												
4	INCOME:	11,306,355	10,351,592	10,531,692	10,588,978	10,729,280	10,822,270	10,702,470				
5												
6												
7	STAFF OPERATIONS:	7,201,677	6,749,540	6,893,839	7,178,591	7,087,305	7,432,943	6,896,406				
8												
9	SPEEA FACILITIES:	282,500	279,628	281,000	289,272	281,000	295,052	291,500				
10												
11	PROFESSIONAL SERVICES:	521,600	448,760	470,000	488,669	525,000	423,583	505,000				
12												
13	OFFICE OPERATIONS:	330,700	324,294	311,000	311,029	306,000	315,730	323,000				
14												
15	COUNCIL & EXECUTIVE BOARD OPERATIONS:	620,370	498,342	533,840	490,070	497,580	507,065	497,847				
16												
17	ORGANIZING COSTS:	55,000	57,877	55,000	86,599	55,000	248,850	55,000				
18												
19	NEGOTIATIONS & RESERVES:	50,000	3,874	50,000	59,105	25,000	50,928	50,000				
20												
21	BUILDINGS & CAPITAL EQUIPMENT:	-	54,384	-	63,482	-	-	-				
22												
23	TRAINING, SUPPORT & SERVICES:	597,275	466,254	529,775	401,399	496,500	482,131	472,660				
24												
25	AFFILIATE COSTS:	1,686,930	1,623,532	1,753,471	1,628,122	1,707,601	1,530,860	1,743,418				
26												
27	TOTAL EXPENSES	11,346,052	10,506,484	10,877,924	10,996,337	10,980,985	11,287,142	10,834,831				
28												
29	RESERVES:											
30	General									General Fund Reserve balance 12/31/2019	5,987,804	
31												
32	Negotiations									Negotiation Reserve balance 12/31/2019	1,706,998	
33												
34	Organizing									Organizing Reserve balance 12/31/2019	1,373,102	
35												
36	Building/SPInc									Building Reserve balances total 12/31/2019	5,702,409	
37												
38												
39												
40	Legal remedies (reimbursement of dues income/legal expenses)											
41												
42	INCOME OVER EXPENSES	(39,698)	(154,892)	(346,232)	(407,359)	(251,705)	(464,872)	(132,361)			14,770,313	

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43	INCOME:											
44												
45	Dues	11,104,676	10,173,126	10,351,418	10,438,460	10,554,264	10,688,526	10,573,986	Estimate based upon a monthly average of 17,950 members & AF payers expecting some decreases and some increases that may net to no significant change from January 2020 membership based upon dues rate of \$49.09 (0.80% increase from prior year)			
46												
47	includes members and agency fee payers											
48												
49												
50	Beck objectors	201,678	178,466	180,275	150,519	175,016	133,744	128,484	Beck calculation based upon 300 Beck Objectors			
51												
52	Miscellaneous Income	-	-	-	-	-	-	-				
53												
54	TOTAL INCOME	11,306,355	10,351,592	10,531,692	10,588,978	10,729,280	10,822,270	10,702,470				
55												
56	STAFF OPERATIONS:											
57												
58	Salaries & employer taxes	5,497,293	4,999,672	5,153,253	5,344,974	5,334,876	5,561,868	5,156,027	Projected payroll expenses include provisions in Union Contracts and expected increases in benefits costs Overtime (OT) is budgeted at 8% 39 employees Includes auto and phone allowances These amounts do not included Ed Wells staff costs			
59	present salaries & contractual raises, estimated overtime 8%											
60												
61	FICA, FUTA, Emp Security											
62	Workman Comp, Payroll processing fees											
63												
64	Medical Benefits	837,298	813,989	825,426	835,645	813,726	841,145	819,726				
65	Health/HRA/ Dental/Vision											
66												
67	Employee Benefits	855,836	931,151	907,910	983,128	931,453	1,024,748	914,653				
68	401k/pension/LTD&Life insurance											
69												
70	Local transportation	1,250	331	1,250	835	1,250	688	1,000	SPEEA van in Kansas			
71	license tags, gas, repair											
72												
73	General Staff administration	10,000	4,397	6,000	14,010	6,000	4,493	5,000				
74	includes, misc mileage & meals,											
75	hiring's & terminations, parking, other											
76												
77	TOTAL STAFF OPERATIONS	7,201,677	6,749,540	6,893,839	7,178,591	7,087,305	7,432,943	6,896,406				
78												
79	SPEEA FACILITIES:											
80												
81	Property taxes	7,500	5,852	6,000	7,078	6,000	1,366	6,000	Personal property taxes (computers equipment etc)			
82												
83	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)			
84	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.			
85	Rent - Wichita Office	50,000	50,000	50,000	50,000	50,000	50,000	50,000	KSSPINC			
86												
87	Phones & internet access	40,000	40,085	40,000	43,465	40,000	49,956	45,000	All phones and internet access for all offices (includes cell phones).			
88	Seattle, Everett, Wichita											
89												
90	Utilities	-	-	-	-	-	-	-	Commencing 2017-18			
91	garbage, sewer, water, electric								Offices managed by SPInc and KSSPInc, LLC			
92									Expenses paid by property management include:			
93	Facilities Maintenance	-	387	-	220	-	759	500	Taxes, Insurance, Utilities and most facilities maintenance expenses			
94												
95	Insurance	35,000	33,304	35,000	38,508	35,000	42,971	40,000	Insurance costs, includes general union liability			
96												
97	TOTAL SPEEA FACILITIES	282,500	279,628	281,000	289,272	281,000	295,052	291,500				
98												

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3												
99	PROFESSIONAL SERVICES:											
100	Attorney											
	400,000	391,049	400,000	430,404	450,000	367,174	430,000	Includes representational legal fees as well as fees related to Agency fee paying represented employees.				
101	Buescher, Goldhammer, Kelman, Dodge PC and other firms as needed											
102												
103	Arbitration											
104	42,500	14,569	15,000	21,831	30,000	23,314	30,000	Includes arbitrator fees & travel , meeting rooms, court reporting, travel expenses				
105												
106	Actuary											
107	6,600	-	1,500	-	1,500	-	1,500	Consultation on benefits (Steve Delapp) Negotiation services, refer to reserves				
108	The Segal Company											
109	Auditor											
110	37,500	33,687	33,500	36,433	33,500	33,095	33,500	The outside Auditor is required to do annual audit, also conducts the Beck Objector Audit, and helps with financial advice.				
111												
112	Communications Support											
113	20,000	654	10,000	-	5,000	-	5,000	Outside consultant costs related to SPEEA website Video and Web development, allow for "new member" media previous videos were accounted for to Negotiations				
114												
115	Other professional services											
116	15,000	8,800	10,000	-	5,000	-	5,000					
117	TOTAL PROFESSIONAL SERVICES											
	521,600	448,760	470,000	488,669	525,000	423,583	505,000					
118	OFFICE OPERATIONS											
119												
120	Printing supplies & services											
121	65,000	71,213	63,000	52,700	60,000	56,166	60,000	Newsletter, member mailings, including Executive Board, IFPTE elections and Constitutional referendums as necessary.				
122	paper, envelopes, ink, film, chemicals											
123												
124	Office Expenses											
125	60,000	65,474	62,500	65,194	62,500	62,231	62,500	All general office supplies and miscellaneous cost of running offices.				
126	Office supplies, local printer toners, allocated pop/coffee, misc expenses)											
127												
128	Electronic Supplies											
129	7,500	1,258	5,000	3,938	3,000	1,945	3,000	Non capital electronic office expenses				
130												
131	Software licenses											
132	55,000	65,310	60,000	83,556	60,000	80,807	80,000	UnionWare software and trend of expenses moving toward licensing. bi-annual license for back-up services, even years.				
133												
134	Equipment Upgrades & Replacement											
135	18,000	8,871	18,000	12,414	18,000	12,414	15,000	Upgrades or replaces un-repairable & outdated office equipment General upgrades (includes misc upgrades to Council rooms and other)				
136								Computers				
137								Printers & other computer accessories				
138												
139	Equipment contracts & maintenance											
140	50,000	37,060	26,000	22,697	26,000	27,601	26,000	Repairs, maintenance and lease agreements (copiers and printing equipment)				
141	Postage & delivery											
142	62,500	61,455	62,500	50,979	62,500	62,500	62,500	Postage and fees to mail "pre-sort" newsletters, etc. Daily service for mail to terminal annex post office Includes between office locations, referendum and Constitutional changes				
143	all postage and delivery costs if any Electronic Voting costs incurred											
144												
145	Subscriptions & Books											
146	12,700	13,652	14,000	19,549	14,000	12,066	14,000	Congressional Quarterly, Newspapers, News clipping service, misc books, includes Council book clubs				
147												
148	TOTAL OFFICE OPERATIONS											
	330,700	324,294	311,000	311,029	306,000	315,730	323,000					

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1	2017-18		2018-19		2019-20		2020-21					
2	Budget	Actual	Budget	Actual	Budget	Projected year end (based upon 9 mon Dec '19 YTD)	WORKING DRAFT Budget					
149	COUNCIL & EXECUTIVE BOARD OPERATIONS:											
152	FOOD											
153	Executive Board & Executive Board Cmte	8,000	6,216	8,000	4,660	7,000	5,612	7,000	Executive Board & all EB committees food.			
154	Joint Committees	2,000	4,057	2,000	2,328	2,000	3,045	2,000	Negotiation year, expenses transition to Negotiations			
155	Tellers	1,200	1,382	1,200	840	1,200	689	1,200				
156	Judicial Review	200	-	200	-	200	-	200				
157												
158	SPEEA Council	5,200	7,984	5,200	5,100	5,200	7,707	7,000	Council Officer food included within Council budgets	7,000	[S-C]	
159	SPEEA Council Committees	7,500	9,063	7,500	8,897	7,500	7,720	7,500		7,500	[S-C]	
160		-	-	-	-	-	-	-				
161	NW Regional Council	21,000	18,275	19,500	19,771	19,500	21,546	19,500	Eight meetings per year, including one guest night	19,500	[NW-C]	
162	NW Council Committees	10,000	11,486	13,500	7,676	13,500	9,529	10,000		10,000	[NW-C]	
163	NW Council/Area Rep expenses	-	-	-	-	-	-	-	Area Rep meetings moved to membership meetings		[NW-C]	
164		-	-	-	-	-	-	-				
165	MidW Regional Council	3,720	3,670	3,720	2,472	3,720	3,196	3,720		3,720	[MidW-C]	
166	MidW Council Committees	2,000	572	2,000	429	2,000	649	2,000		2,000	[MidW-C]	
167	MidW Council/Area Rep Expenses	-	-	-	-	-	-	-	Area Rep meetings moved to membership meetings		[MidW-C]	
168	MidW Wichita Engineering Unit (WEU)	500	-	500	-	500	-	500		500	[MidW-C]	
169	MidW Wichita Technical and Professional Unit (WTPU)	500	-	500	-	500	-	500		500	[MidW-C]	
170												
171	total food	61,820	62,703	63,820	52,173	62,820	59,693	61,120				
172												
173	Mileage & childcare reimbursements	7,500	7,079	7,500	6,874	7,500	4,416	7,500	All members mileage accounted for together			
174												
175	Partnership activities	-	-	-	-	-	-	-				
176												
177	Shareholder meeting presence	3,500	-	9,000	-	9,000	-	9,000				
178			3,224		-		-		General allocation	3,500		
179			5,274		3,321		2,996		MidW Council budgeted Shareholders meeting - Spirit	5,500	[MidW-C]	
180												
181	Community Participation	113,150	-	113,400	-	104,950	-	112,650	Building strong community relationships for reciprocal support as needed			
182			7,092		11,770		16,000		General	15,000		
183									Includes: Race for the Cure	1,500		
184									CF event	1,500		
185												
186			-		-		-		SPEEA Council Community items (Diversity cmte)	0	[S-C]	
187			57,900		56,850		59,150		NW Council Community items	59,850	[NW-C]	
188			24,788		28,603		27,800		MidW Council Community items, Includes Vet Day Parade	34,800	[MidW-C]	
189												
190	Trade Union Relations	-	-	-	-	-	-	-	Includes staff supporting visiting unions as guests			
191	Greeting and visiting other unions,	500	-	500	-	500	-	500	and SPEEA visiting / meeting with other unions	500		
192	developing strategy and relationships											
193	advocating SPEEA issues											[MidW-C]
194												
195	Legislative Affairs	83,800	-	62,000	-	57,000	-	57,977	Staff support of activities and expenses related to SPEEA's approved positions			
196			66,609		87,515		96,147		including IFPTE officers to Legs Conference	30,000		
197	Executive Board											
198	SPEEA L&PA	25,535	-	27,316	-		22,394		SPEEA Leg & Public Affairs Committee	0	[S-C]	
199									- IFPTE Legislative Conference (5)	13,000	[S-C]	
200									- NCSL - (3) attendees	12,477	[S-C]	
201	NW L&PA	145	-	-	-		1,400		NW L&PA Committee	500	[NW-C]	
202									- NCSL all NCSL travel budgeted within SPEEA Council budget	0	[NW-C]	
203	MidW L&PA	2,004	-	2,989	-		2,000		MidW L&PA Committee	2,000	[MidW-C]	

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2		2017-18			2018-19		2019-20		2020-21			
3		Budget	Actual		Budget	Actual	Budget	Projected year end (based upon 9 mon Dec '19 YTD)	WORKING DRAFT Budget			
204										- NCSL all NCSL travel budgeted within SPEEA Council budget	0	[MidW-C]
205												
206		Conferences, Travel and misc										
207		10,000	1,195		10,000	885	5,000	4,428	5,000	EB members' travel and other activities	10,000	
208												
209												
210												
211		2,200			2,200		2,450		1,700			
212			-			-		-		SPEEA Council	0	[S-C]
213			-			-		-		Council Officers	0	[S-C]
214										Organizational Planning	0	[S-C]
215			1,200			900		-		Diversity Committee: panel discussion (movies with Activities)	1,500	[S-C]
216										Steve Pezzini HOPE award	200	[S-C]
217												
218		6,900			9,120		6,560		8,100			
219			-			-		-		Northwest Council	2,200	[NW-C]
220										NW Council meeting travel	500	[NW-C]
221										Executive Board is responsible for Area Rep Recognition Gifts & Events		
222			-			-		-		Recognition & Awards	0	[NW-C]
223										Book clubs are included in Subscriptions & Books		[NW-C]
224			-			-		0		Young Leaders Event	0	[NW-C]
225			1,702			3,396		2,667		Women's Advocacy (courses offered by WAC)	5,400	[NW-C]
226												
227		4,000			4,300		4,300		4,300			
228										MidW Council Officers, General	0	[MidW-C]
229			324			345		500		MidW Regional Council: Recognitions & Member Appreciations MidW Regional Council	500	[MidW-C]
230												
231			2,463			3,209		3,800		MidW Area rep appreciation event	3,800	[MidW-C]
232										MidW WAC	0	[MidW-C]
233										budgeted within Internal Organizing/New Recruitment		
234												
235		Recognition Events										
236		22,000	23,102		22,000	18,700	7,500	22,000	25,000	NW Awards Banquet	25,000	[NW-C]
237										NW Recognition Picnic		
238										MidW Recognition Banquet / Family Festival - moved to Membership activities		[MidW-C]
239												
240		300,000	201,002		225,000	180,348	225,000	176,675	200,000			
241										General LWP		
242												
243		5,000	5,000		5,000	4,875	5,000	5,000	5,000	\$500 annual to all EB members and all Council Chairs		
244												
245		TOTAL COUNCIL & EXECUTIVE BOARD OPERATIONS										
		620,370	498,342		533,840	490,070	497,580	507,065	497,847			

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246	ORGANIZING COSTS:		55,000	57,877	55,000	86,599	55,000	248,850	55,000	Organizing others and internal recruiting (including recertification drives) costs including: travel, legal, advertising, visibility items, meetings, mailings.		
247												
248												
249										Use reserve funds as appropriate		
250										Organizing Reserve balance 12/31/2019	1,373,102	
251												
252										External Organizing (efforts to add additional Bargaining Units)	50,000	
253												
254												
255										Internal Organizing -Recruitment (efforts to increase membership in existing Bargaining Units)	5,000	
256												
257												
258	TOTAL ORGANIZING COSTS		55,000	57,877	55,000	86,599	55,000	248,850	55,000			
259												
260	NEGOTIATIONS & RESERVES:											
261												
262	Negotiation of Contracts & Survey Reserves		50,000	3,874	50,000	59,105	25,000	50,928	50,000			
263										Negotiation Reserve balance 12/31/2019	1,706,998	
264												
265	TOTAL NEGOTIATIONS COSTS		50,000	3,874	50,000	59,105	25,000	50,928	50,000			
266												
267	TRAINING, SUPPORT & SERVICES:											
268												
269	Membership Supplies		53,600	9,132	32,100	7,707	27,600	9,159	20,470	General membership supplies	10,000	
270										Includes shared costs of flu shots where employer doesn't provide (Triumph)		
271										includes apparel item for elected positions per term	3,600	
272										AR Recognition	6,870	[S-C]
273												
274	Visibility Items Re-order		60,000	21,267	25,000	33,477	25,000	41,210	25,000	Re-order visibility items - Includes: Mugs, pens, kozies, spiral notebooks, lanyards, small bags, balsa wood airplanes, flying discs and pins.		
275										(Negotiations years more regularly stocked items used)		
276												
277												
278	Electronic & other Promotion		5,500	140	1,500	286	1,500	917	1,500	Facebook ads and press releases		
279												
280	SPOTLITE		165,000	158,879	165,000	142,875	165,000	140,262	145,000	Monthly SPOTLITE paper, supplies and zip code sorting through outside vendors. SPOTLITE APP		
281												
282												
283	Membership Meetings		35,000		41,500		43,000		43,000	CR/AR and other district meetings		
284										Meetings between staff & members includes presentations at SPEEA offices and in the workplace (i.e. SPEEA 101, open enrollment, retirement...)	40,000	
285												
286												
287										NW ACT Work place activities	0	[NW-C]
288										MidW All member meetings	3,000	[MidW-C]
289										AR recognition events		
290												
291	Temporary medical insurance		-	-	-	-	-	-	-	program completed 12/31/2014		
292												
293	Membership Activities		34,625		31,025		28,750		30,650	Membership Activities, general		
294												
295										NW MAC: Events	8,900	[NW-C]
296										NW New Hire	2,200	[NW-C]
297										NW Young Members	1,700	[NW-C]
298										NW ACT: Workers Memorial Event & Commemorative Plaques	0	[NW-C]
299										NW WAC: Soccer & Basketball	1,100	[NW-C]
300										NW Movie Night (includes all committees)/Book Clubs in Subscriptions & Books	400	[NW-C]
301										NW Open House	0	[NW-C]

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302										NW Battle of the Bands (Joint with IAM)	0	[NW-C]
303		-		8,208		11,473				MidW Win-win cards	0	[MidW-C]
304		30,591		18,504		23,804				MidW MAC / MW Young Professionals / Membership Recruitment	14,800	[MidW-C]
305		-		8,208		11,473				MidW Family Festival	0	[MidW-C]
306										SPEEA Diversity Committee - Museum Tours	800	[S-C]
307										SPEEA Movie Night (includes all committees)	750	[S-C]
308												
309												
310	Training and Leadership conference	101,650		105,650		102,650		104,040				
311	Council Convention		40,592		20,511		25,422			Council Convention	26,000	[S-C]
312	Leadership Conference		23,562		37,547		38,026			Leadership Conference	38,000	[S-C]
313	Travel Costs		38,461		40,680		39,654			Regional travel	35,000	[S-C]
314	and other training									SPEEA Leadership Development & Trg Committee	0	[S-C]
315							6,058			NW WAC trainings (Summer, Food for Thought)	5,040	[NW-C]
316										MidW WAC: Annual Western Regional Summer Institute on Union Women	0	[MidW-C]
317												
318												
319		31,900		10,530		25,000		5,628		25,000	General Training, provided by Executive Board	25,000
320												
321												
322												
323												
324	Staff training & education	60,000		44,614		60,000		13,605		45,000	36,649	45,000
325	Includes professional affiliation											
326												
327												
328												
329	Contract Administration Misc.	5,000		1,172		3,000		1,389		3,000	2,006	3,000
330	grievance, lunches, parking.											
331												
332	Staff travel & remote support	45,000		31,371		40,000		14,797		30,000	38,672	30,000
333	travel expenses for other than specific purposes											
334												
335	TOTAL TRAINING, SUPPORT & SERVICES	597,275		466,254		529,775		401,399		496,500	482,131	472,660
336												
337	AFFILIATE COSTS:											
338												
339	Per Cap Dues											
340	IFPTE, per cap dues	1,273,511		1,247,115		1,291,612		1,297,706		1,321,320	1,354,582	1,346,953
342												
343	State Organizations, per cap dues											
344	Washington State	200,000		193,658		189,408		12,675		192,000	11,353	200,000
345												
346	Kansas State AFL-CIO	8,750		9,060		9,211		-		8,820	-	8,820
347												
348	Oregon AFL-CIO											0
349	Central States IFPTE	550		550		550		550		550	550	550
350												
351	Local Organizations, per cap dues											
352	King County	60,000		57,448		55,988		56,265		56,500	57,561	60,000
353	LA County	425		436		436		519		450	549	450
354	NW Oregon	950		952		919		1,033		1,100	1,143	1,100
355	Pierce County	4,000		3,841		3,792		3,790		3,900	3,849	3,900
356	Snohomish County	50,000		47,025		46,134		46,964		47,000	48,025	48,000
357	Spokane County	390		270		242		367		360	336	350
358	Wichita-Hutchinson	6,550		6,702		6,579		9,238		11,000	9,190	11,000

SPEEA Budget 2020/21

	A	AC	AD	AA	AG	AH	AJ	AK	AM	AO	AP	AQ
1	2017-18		2018-19		2019-20		2020-21					
2	Budget	Actual	Budget	Actual	Budget	Projected year end (based upon 9 mon Dec '19 YTD)	WORKING DRAFT Budget					
359												
360	Conventions and activities		124,250		39,301		36,045					
361	57,454											
362												
363				64,098						2021 IFPTE Convention delegates, staff & ED \$3,000/each & misc costs includes sponsorship/ads		
364		224		100,672		1,000				IFPTE support	1,000	
365		3,759		1,523						SPEEA: Diversity - NAACP Conference	0	[S-C]
366				1,544		2,500				SPEEA: Diversity - Out & Equal Summit	5,000	[S-C]
367		3,283		866						SPEEA: Diversity - Out & Equal Local (Seattle)	800	[S-C]
368										SPEEA: Diversity - APALA bi-annual convention	0	[S-C]
369										SPEEA: Diversity - LCLAA convention	0	[S-C]
370		3,283		866						SPEEA: Diversity -	0	[S-C]
371		10,716		6,611		5,125				Washington State (annual and legislative)	12,445	[NW-C]
372		8,704		7,130		5,728				NW CLUW Events (NEBs and Conventions)	7,400	[NW-C]
373										NW Young Leaders Conference	0	[NW-C]
374										MidW CLUW Events (NEBs and Conventions)	0	[MidW-C]
375		4,815		3,189		1,470				MidW: Central States IFPTE (3) 1st & 3rd Qs	4,000	[MidW-C]
376		2,342		1,262		4,500				MidW: Kansas State AFL-CIO Workforce summit	1,250	[MidW-C]
377										MidW: Kansas State AFL-CIO	2,050	[MidW-C]
378										MidW: Wichita/Hutch Labor Fed Delegate	600	[MidW-C]
379										MidW: AFL-CIO Community Services Conference	1,500	[MidW-C]
380										MidW: Kansas AFL/CIO bi annual (5)	0	[MidW-C]
381												
382	Labor Support		24,350		25,300		26,250					
383			14,420		12,000					Allocated to support other labor organizations & causes	15,000	
384												
385										2012-15 Washington State Labor Education	completed	
386										SPEEA Council Labor support activities and donations (APRI & APALA banquets)	1,150	[S-C]
387		2,672		2,950		3,900				NW Council Labor Support items	4,600	[NW-C]
388		2,256		4,620		7,500				MidW Council Labor Support items	5,500	[MidW-C]
389												
390	AFFILIATE COSTS	1,686,930	1,623,532	1,753,471	1,628,122	1,707,601	1,530,860	1,743,418				
391	BUILDINGS & CAPITAL EQUIPMENT:											
392	Equipment Purchases											
393										- building reserves available		
394		54,384		63,482								
395										Building Reserve balances total 12/31/2019	5,702,409	
396												
397										2020/21 potential items include:		
398										- Document Retention		
399										- modular office furniture		
400										- building remodel		
401												
402	TOTAL BUILDING RESERVES	-	54,384	-	63,482	-	-	-				
403												

SPEEA 2020/21 Budget

