	A	AF	AG A	AI	AJ A	AL	AT /	A AV	AX	AY
1	~	2018		2019		2020-21	2020-21	Proposed		
2		Budget	Actual	Budget	Actual	Budget	projected FYE 03/31/21	Budget 2021-22		
5	NCOME:	10,531,692	10,588,978	10,729,280	10,806,577	10,702,470	9,641,410	9,004,576		
6 7 8	STAFF OPERATIONS:	6,893,839	7,178,591	7,087,305	7,387,848	6,896,406	6,299,927	6,129,254		
	SPEEA FACILITIES:	281,000	289,272	281,000	294,267	291,500	306,260	302,300		
11 12	PROFESSIONAL SERVICES:	470,000	488,669	525,000	431,986	505,000	312,204	357,500		
	OFFICE OPERATIONS:	311,000	311,029	306,000	335,945	323,000	264,090	333,500		
	COUNCIL & EXECUTIVE BOARD OPERATIONS:	533,840	490,070	497,580	429,139	497,847	101,765	382,650		
17	ORGANIZING COSTS:	55,013	86,599	55,000	221,929	55,000	55,000	55,000		
	NEGOTIATIONS & RESERVES:	50,000	59,105	25,000	40,383	50,000	77,571	5,000		
21	BUILDINGS & CAPITAL EQUIPMENT:	-	63,482	<u>-</u>	-	-				
23 24	TRAINING, SUPPORT & SERVICES:	529,775	401,399	496,500	440,558	473,020	178,608	312,500		
25 26	AFFILIATE COSTS:	1,753,471	1,628,122	1,707,601	1,704,278	1,743,418	1,480,975	1,401,976		
27 28	TOTAL EXPENSES	10,877,937	10,996,337	10,980,985	11,286,334	10,835,191	9,076,400	9,279,680		
29 30	RESERVES: General								General Fund Reserve balance 01/31/2021	6,531,310
31 32	Negotiations		_		_			_	Negotiation Reserve balance 01/31/2021	1,757,154
33 34	Organizing							_	Organizing Reserve balance 01/31/2021	1,414,955
35 36	Building/SPInc				_			_	Building Reserve balances total 01/31/2021	6,309,099
37 38					_			_		
39	Cost reimbursements from Washington State DL&I Grant		_		_		_	_		
41	Legal remedies (reimbursement of dues income/legal expenses)				335,308	_	- -	277,175	Salary reimbursement and 10% overhead allowance	
43 44	NCOME OVER EXPENSES	(346,245)	(407,359)	(251,705)	(144,449)	(132,721)	565,011	2,072		16,012,518

A	AF	AG A	. AI	AJ A	d AL	I AT /	A AV	AX I	AY
A	_	8-19		9-20	2020-21	2020-21	Proposed		AT
1	201	0-19	201	9-20	2020-21	2020-21	Froposeu		
						projected	Budget		
2	Budget	Actual	Budget	Actual	Budget	FYE 03/31/21	2021-22		
3									
45 INCOME:	_	_	_	_		-	_		
45 <b>NOOME.</b>	_	_	_	_	_	-	_		
47 Dues	10,351,418	10,438,460	10,554,264	10,670,879	10,573,986	9,641,410	8,910,616	2021/22 dues projected at January 2021 dues income	
48	,	, ,	,	, ,	, ,			Projected increase of 128 members (DALPs) conservatively used to	
49 includes members and agency fee payers		_		_	_	_	_	offset remaining MidW layoffs and and potential straggling layoffs	
50		_		_	_	_	_	based upon dues rate of AV projected \$50.82 (3.52% increase from prior year)	
51	_	_	_	_		-	_		
52		_		_	_	_	_		
53 Beck objectors	180,275	150,519	175,016	135,698	128.484	included	93,960	Beck rate is currently 71.40% chargeable \$50.83x.7140 = \$36.29	
54			,	,	,		22,200	7-120	
55 Miscellaneous Income		_		_					
56									
57 TOTAL INCOME	10,531,692	10,588,978	10,729,280	10,806,577	10,702,470	9,641,410	9,004,576		-
58									
59 STAFF OPERATIONS:									
60			-		_	-		Projected payroll expenses include provisions in Union Contracts	
61 Salaries & employer taxes	5,153,253	5,344,974	5,334,876	5,538,163	5,156,027	4,557,565	4,588,224	and expected increases in benefits costs	
present salaries & contractual raises, estimated						· · ·		· ·	
62 overtime								Overtime (OT) is budgeted at 5%	
63			-		_	-		34 employees	
64 FICA, FUTA, Emp Security		_		_	_	_	_	OPEN/ Contract Administrator position is not budgeted for 2020/21	
65		_		_	_	_	_	OPEN/ Contract Administrator position is not budgeted for 2020/21	
66		_		_	_	_	_	OPEN/ Support staff position not budgeted for 2020/21	
67 Workman Comp, Payroll processing fees		_		_	_	_	_	OPEN/ MidW Contract Administrator budgeted for hire JAV'22	
68		_		_	_	_	_	Includes auto and phone allowances	
69 Medical Benefits	825,426	835,645	813,726	840,289	819,726	780,465	712,590		
70 Health/HRA/ Dental/Vision	_	· ·	· ·	_		· -	_		
71			-	_	_	_	_		
72 Employee Benefits	907,910	983,128	931,453	1,001,599	914,653	959,507	822,690		
73 401k/pension/LTD&Life insurance	_	· ·	· ·			· -	_		
74		_		_	_	_	_		
75 Local transportation	1,250	835	1,250	231	1,000	386	750	SPEEA van in Kansas	
76 license tags, gas, repair	,		,						
77									
78 General Staff administration									
79 includes, misc. mileage & meals,	6,000	14,010	6,000	7,567	5,000	2,004	5,000		
80 hiring's & terminations, parking, other				_					
81									
82 TOTAL STAFF OPERATIONS	6,893,839	7,178,591	7,087,305	7,387,848	6,896,406	6,299,927	6,129,254		
83			,	, ,					
84 SPEEA FACILITIES:									
85		_		_					
86 Property taxes	6,000	7,078	6,000	1,366	6,000	1,500	1,500	Personal property taxes (computers equipment etc.)	
87	0,000	7,070	0,000	1,000	0,000	1,000	1,000	- 5.55 F. skort) tando (sompatoro aquipinant ato.)	
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	55,500		
90 Rent - Wichita Office	50,000	50,000	50,000	50,000	50,000	50,000	38,300		
91	30,000	50,000	50,000	00,000	30,000	30,000	30,000		
92 Phones & internet access	40,000	43,465	40,000	47,675	45,000	52,073	50,000	All phones and internet access for all offices (includes cell phones).	
93 Seattle, Everett, Wichita	40,000	40,400	40,000	47,075	45,000	02,073	30,000	7 iii priorios ana internet access for all cinices (includes cell priories).	
94		_		_		<u> </u>			
[ • · ]									

	A	AF	AG AI	AI	AJ A	l AL	AT	A AV	A AX AY
1	Α	2018		2019		2020-21	<b>2020-21</b>	Proposed	
<u> </u>		2010	-13	2013	7-20	2020-21	2020-21	Порозси	
							projected	Budget	
2		Budget	Actual	Budget	Actual	Budget	FYE 03/31/21	2021-22	
3									
	Utilities			-		-	-	-	Commencing 2017-18
96	garbage, sewer, water, electric	-							Offices managed by SPInc and KSSPInc, LLC
97									Expenses paid by property management include:
	Facilities Maintenance		220	<b></b>	2,252	500	924	500	Taxes, Insurance, Utilities and most facilities maintenance expenses
99	I	-	00.500		40.075	40.000	54 700	50,000	P 1 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2
100	Insurance	35,000	38,508	35,000	42,975	40,000	51,763	50,000	Insurance costs, includes general union liability
	TOTAL SPEEA FACILITIES	281,000	289,272	281,000	294,267	291,500	306,260	302,300	
102	TOTAL OF LEAT AGILITIES	201,000	209,212	201,000	234,207	291,300	300,200	302,300	
	DROFESSIONAL SERVICES.		_		_			-	
	PROFESSIONAL SERVICES: Attorney	400,000	430,404	450,000	376,341	430,000	262,504	300,000	Includes representational legal fees as well as fees related to
103	Buescher, Goldhammer, Kelman, Dodge PC	400,000	430,404	450,000	370,341	430,000	202,504	300,000	Agency fee paying represented employees.
106	and other firms as needed								Agency fee paying represented employees.
107			_		_		-	_	
108	Arbitration	15,000	21,831	30,000	19,135	30,000	12,250	20,000	Includes arbitrator fees & travel , meeting rooms,
109									court reporting, travel expenses
110					_	_			
	Actuary	1,500		1,500		1,500			Consultation on benefits (Steve Delapp)
112	The Segal Company		_		_		-	-	Negotiation services, refer to reserves
113	Auditor	33,500	36,433	33,500	36,510	33,500	37,450	36,500	The outside Auditor is required to do annual audit, also conducts
115	Additor	33,300	30,433	33,300	30,310	33,300	37,430	30,300	the Beck Objector Audit, and helps with financial advice.
116			_		_	_	-	-	are positive species in adult and make that initiational durings.
	Communications Support	10,000		5,000		5,000	-	500	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	10,000		5,000		5,000		500	
121	TOTAL PROFESSIONAL SERVICES	470,000	488,669	525,000	431,986	505,000	312,204	357,500	
122	OFFICE OPERATIONS	470,000	400,009	525,000	431,900	505,000	312,204	357,500	
123	OFFICE OFERATIONS		_		_	-	-	-	
125	Printing supplies & services	63,000	52,700	60,000	59,147	60,000	59,675	60,000	Newsletter, member mailings, including Executive Board, IFPTE elections
126	paper, envelopes, ink, film, chemicals	,	0_,, 00						and Constitutional referendums as necessary.
127	• • • •								, and the second
128									
	Office Expenses	62,500	65,194	62,500	60,379	62,500	21,157	60,000	All general office supplies and miscellaneous cost of running offices.
	Office supplies, local printer toners,		_		_			_	
131	allocated pop/coffee, misc. expenses)		_		_	-		-	
133	Electronic Supplies	5,000	3,938	3,000	2,358	3,000	4,080	2,500	Non capital electronic office expenses
134		5,000	0,000	3,000	2,000	3,000	7,000	2,500	1.1011 dapital disolitorino dinos experiede
135			_		_			-	
136	Software licenses	60,000	83,556	60,000	109,756	80,000	108,119	110,000	UnionWare software and trend of expenses moving toward licensing.
137									bi-annual license for back-up services, even years.
138									
139	Equipment Upgrades & Replacement	18,000	12,414	18,000	7,414	15,000		15,000	
140 141			_		_			_	General upgrades (includes misc. upgrades to Council rooms and other)
141			_		_	-		-	Computers Printers & other computer accessories
143			_		_		-	-	Timoro & other computer accessories
	Equipment contracts & maintenance	26,000	22,697	26,000	25,145	26,000	23,260	26.000	Repairs, maintenance and lease agreements (copiers and printing equipment)
		-,	,	-,	-,	,	,	2,220	(

	A	AF	AG A	Al	AJ A	l AL	AT /	A AV	AX AX	AY
1	А	2018-		2019		2020-21	2020-21	Proposed	, MA	r\1
<u> </u>		2010	10	2010	20	2020 21	2020 21	Порозса		
							uun in nta d	Durdmat		
_		Budget	Actual	Budget	Actual	Budget	projected FYE 03/31/21	Budget 2021-22		
2		Buuget	Actual	Buuget	Actual	Buuget	F1E 03/31/21	2021-22		
3 145			_		_	_	_	-		
	Postage & delivery	62,500	50,979	62,500	58,904	62,500	42,904	55.000	Postage and fees to mail "pre-sort" newsletters, etc.	
140	all postage and delivery costs	02,500	50,979	02,500	36,904	02,500	42,904	55,000	Daily service for mail to terminal annex post office	
	Electronic Voting		_		_	_	_	-	Includes between office locations, referendum and Constitutional changes	
149			_		_	_	-	-	morause periodic emperiodicine, referendam and contendancial enanges	
	Subscriptions & Books	14,000	19,549	14,000	12,842	14,000	4,895	5,000	Congressional Quarterly, Newspapers,	
151	•	,		,	,-		,		News clipping service, misc. books, includes Council book clubs	
152										
153	TOTAL OFFICE OPERATIONS	311,000	311,029	306,000	335,945	323,000	264,090	333,500		
154										
	COUNCIL & EXECUTIVE BOARD									
	OPERATIONS:									
156										
	FOOD									
	Executive Board & Executive Board Cmte	8,000	4,660	7,000	6,424	_	-		Executive Board & all EB committees food.	
	Joint Committees	2,000	2,328	2,000	2,609	2,000	-	.,	Negotiation year, expenses transition to Negotiations	
	Tellers	1,200	840 _	1,200	991	_	-	1,200		
	Judicial Review	200		200	-	200	-	200		
162 163	SPEEA Council	5,200	5,100	5,200	5,013	7,000	_	3,500	Council Officer food included within Council budgets	
	SPEEA Council Committees	7,500	8,897	7,500	7,730	7,500	-	3,500	Council Officer 1000 included within Council budgets	
165	or LEA council committees	7,500	0,097	7,500	7,730		_			
166	NW Regional Council	19,500	19,771	19,500	18,779	19,500	-	10,000	Eight meetings per year, including one guest night	
	NW Council Committees	13,500	7,676	13,500	8,914	10,000	-	5,000	-gg.p.r.y.a.,g.a.a.g.g.a.a.g.a.a.a.g.a.a	
	NW Council/Area Rep expenses	-	,	-		-	_		Area Rep meetings moved to membership meetings	
169		-		-		-				
170	MidW Regional Council	3,720	2,472	3,720	3,225	3,720		2,000		
	MidW Council Committees	2,000	429	2,000	611	2,000		1,000		
	MidW Council/Area Rep Expenses	-		-		-	_		Area Rep meetings moved to membership meetings	
173	MidW Wichita Engineering Unit (WEU)	500		500		500	_			
1	MidW Wichita Technical and Professional									
	Unit (WTPU)	500	_	500	_	500	_			
175 176	المهدا المدا	62 920	52 172	62,820	54,295	61,120		30,900		
176	total food	63,820	52,173	02,820	54,295	61,120	-	30,900		
	Mileage & childcare reimbursements	7,500	6,874	7,500	6,540	7,500	1,000	3,750	All members mileage accounted for together	1
179	g. a cimaca c compandomento	7,000	0,07 +	7,500	0,040	7,500	1,000	3,730		
	Partnership activities		-		-					
181	•									
182	Shareholder meeting presence	9,000		9,000		9,000	-			
183	<u> </u>	,	-	.,	-			3,500	General allocation	
184			3,321		2,996				MidW Council budgeted Shareholders meeting - Spirit	
185										
	Community Participation	113,400		104,950		112,650	25,899		Building strong community relationships for reciprocal support as needed	
187			11,770		12,000			18,000	General	
188									Includes: CF event, Officials Against Cancer	
189					_				CDEEA Council Community items (Discostity	
190 191						_	_	-	SPEEA Council Community items (Diversity cmte)	
191			56,850 28,603		59,250 19,394			-	NW Council Community items  MidW Council Community items, Includes Vet Day Parade	
192			20,003		19,394		-	-	June 2020 Riverfest canceled (\$7,500 budgeted)	
193									June 2020 Kiveriesi Canceleu (\$1,500 Duugeteu)	1

	<del>,</del>								
	A	AF AG	A	Al	AJ A	AL	AT	A AV	A AX AY
1		2018-19		2019	-20	2020-21	2020-21	Proposed	
							projected	Budget	
2		Budget Actua		Budget	Actual	Budget	FYE 03/31/21	2021-22	
3									
194									
195	Trade Union Relations	-			-				Includes staff supporting visiting unions as guests
	Greeting and visiting other unions,	500		500		500	-	500	and SPEEA visiting / meeting with other unions
	developing strategy and relationships								
198	advocating SPEEA issues								
199									
	Legislative Affairs	62,000		57,000	_	57,977			Staff support of activities & expenses related to SPEEA's approved positions
201		87,5	15		88,414		10,338	30,000	including IFPTE officers to Legs Conference
202	Executive Board								
203	SPEEA L&PA	27,3	16		26,729				SPEEA Leg & Public Affairs Committee
204									- IFPTE Legislative Conference (5)
205	NW 1 0 DA				40.				- NCSL - (3) attendees (Canceled for Summer 2020)
206 207	NW L&PA	-			181				NW L&PA Committee
	NA:-J\A/ I Q D A	2.0	-		2.075			_	- NCSL all NCSL travel budgeted within SPEEA Council budget MidW L&PA Committee
208	MidW L&PA	2,9	89		3,075		-	_	- NCSL all NCSL travel budgeted within SPEEA Council budget
210			_		_		<u>-</u>	-	- NOSL all NOSL travel budgeted within SPEEA Council budget
	Conferences, Travel and misc.		_		_		-	-	
212		10,000 8	85	5,000	1,486	5,000	1,568	5,000	EB members' travel and other activities
213		10,000	65	5,000	1,400	5,000	1,500	5,000	ED Hembers traver and other activities
214			_		_		-	-	
215			_		<del>-</del>		-	-	
216		2,200		2,450	_	1,700	500	46,000	placeholding bucket amount (does not include food, per caps or CC/LC)
217			$\vdash$	2,100		1,700	000	10,000	SPEEA Council
218		-	_				-	_	Council Officers
219			_		_				Organizational Planning
220		9	00		1,150				Diversity Committee: panel discussion (movies with Activities
221									Steve Pezzini HOPE award
222									
223	NW Council	9,120		6,560		8,100	500	90,000	
224		-			-				Northwest Council
225									NW Council meeting travel
226									Executive Board is responsible for Area Rep Recognition Gifts & Events
227		-			-				Recognition & Awards
228					_				Book clubs are included in Subscriptions & Books
229		-	06		2.040				Young Leaders Event
230 231		3,3	90		2,049			_	Women's Advocacy (courses offered by WAC)
231	MidW Regional Council	4,300		4,300	_	4,300	500	50,000	placeholding bucket amount (does not include food, per caps or CC/LC)
232	marr Regional Council	4,300	-	4,300	_	4,300	500	50,000	MidW Council Officers, General
234		3	45		354			-	MidW Regional Council: Recognitions
235		3	-3 _		334				& Member Appreciations MidW Regional Council
236		3,2	09		_			_	MidW Area rep appreciation event
237		5,2	_		_				MidW WAC
238					_			-	budgeted within Internal Organizing/New Recruitment
239									J
	Recognition Events								
	Activist recognition events are chargeable for								
241	Beck	22,000 18,7	00	7,500	-	25,000	-	-	NW Awards Banquet
242									NW Recognition Picnic
									-

	A	AF	AG	A <b>l</b> Al	AJ	ΔΙ	AL	AT A	AV AV	AX AX	AY
1	7	2018		2019		<u></u>	2020-21	2020-21	Proposed		Λ1
		20.0	, 10	2011				2020 21	Поросоц		
								projected	Budget		
2		Budget	Actual	Budget	Actual		Budget	FYE 03/31/21	2021-22		
3											
	I member activities are not chargeable for									Manual December 2010 December (Ferrito Ferrito I. accorded Manual and State	
243 B 244	eck.		-			-		-		MidW Recognition Banquet / Family Festival - moved to Membership activities	
	eave with Pay	225,000	180,348	225,000	145,951	_	200,000	56,460	100,000		
	Il time off requires prior approval	,	,		,					General LWP	
247											
	onoraria	5,000	4,875	5,000	5,275		5,000	5,000	5,000	\$500 annual to all EB members and all Council Chairs	
249	OTAL COUNCIL & EXECUTIVE BOARD										
	PERATIONS	533,840	490,070	497,580	429,139		497,847	101,765	382,650		
	PERATIONS PRICE TO THE PERATION OF THE PERATIO	55,000	86,599	55,000	221.929		55,000	55,000	55,000	Organizing others and internal recruiting (including recertification drives)	
252		55,000	00,000	33,000	221,329		55,000	33,000	33,000	costs including: travel, legal, advertising, visibility items, meetings, mailings.	
253									-	and the same of th	
254										Use reserve funds as appropriate	
255						Ш				Organizing Reserve balance 01/31/2021	1,414,955
256		40				_		_		Futurnal Organising (effects to add	
257 258		13		_		-		_		External Organizing (efforts to add additional Bargaining Units)	
259						_		-		additional bargaining offics)	
260				_				_	-	Internal Organizing -Recruitment (efforts to increase	
261										membership in existing Bargaining Units)	
262											
263 T	OTAL ORGANIZING COSTS	55,013	86,599	55,000	221,929		55,000	55,000	55,000		
264				_		-		_			
265 <b>N</b>	EGOTIATIONS & RESERVES:			_		-		_			
200	egotiation of Contracts & Survey	50,000	59,105	25,000	40,383		50,000	77,571	5,000	2020/21 WTPU & PS contract printing	
	eserves	30,000	55,165		40,000		30,000	77,571	3,000	Negotiation Reserve balance 01/31/2021	1,757,154
269								_			, - , -
270 <b>T</b>	OTAL NEGOTIATIONS COSTS	50,000	59,105	25,000	40,383		50,000	77,571	5,000		
271				_				_			
272 <b>T</b>	RAINING, SUPPORT & SERVICES:			_		-		_			
274 M	embership Supplies	32,100	7,707	27,600	6,870	_	20,470	11,034	15,000	General membership supplies	
275	omberemp cuppines	32,100	7,707		0,070		20,470	11,004	13,000	Includes shared costs of flu shots where employer doesn't provide (Triumph)	
276 V	isibility items									includes apparel item for elected positions per term	
277 (r	oot regularly stocked)							7,442		AR Recognition	
278	iaikilitu tama Da ardar	05.000	00.477	05.000	00.007		05.000	4.000	05.000	De auden visibilita itama Instrudes Maria and Instrudes Allines	
279 <b>v</b> 280	isibility Items Re-order	25,000	33,477	25,000	30,907		25,000	4,000	25,000	Re-order visibility items - Includes: Mugs, pens, kozies, spiral notebooks, lanyards, small bags, balsa wood airplanes, flying discs and pins.	
281										(Negotiations years more regularly stocked items used)	
282									_	- Comment of the comm	
283 <b>E</b>	lectronic & other Promotion	1,500	286	1,500	2,662		1,500	750	1,500	Facebook ads and press releases	
284											
	POTLITE	165,000	142,875	165,000	148,376		145,000	144,689	145,000		
286 P	ostage, paper, sorting								-	through outside vendors. SPOTLITE APP	
288 M	embership Meetings	41,500		43,000			43,000	_	28,000	CR/AR and other district meetings	
289		. 1,000	36,124	.0,000	40,028		.3,000			Meetings between staff & members includes	
290										presentations at SPEEA offices and in the workplace	
291										(i.e. SPEEA 101, open enrollment, retirement)	

	A	AF	AG AI	Al	AJ AI	AL	AT /	AV A	A AX AY
1		2018-		2019		2020-21	2020-21	Proposed	
+		2010	10			2020 21	2020 21	Поросоц	
							projected	Budget	
2		Budget	Actual	Budget	Actual	Budget	FYE 03/31/21	2021-22	
3									
292									NW ACT Work place activities
293			-	•	-		_		MidW All member meetings
294				•			_		AR recognition events
295							_		
296 <b>1</b>	emporary medical insurance	-	-	-	-	-	-	-	program completed 12/31/2014
297						-			
298 N	Membership Activities	31,025		28,750		30,650	-	-	
299			790	•	-		_		Membership Activities, general
300			5,375	•	7,149		_		NW MAC: Events
301			3,530		1,272				NW New Hire
302									NW Young Members
303									NW ACT: Workers Memorial Event & Commemorative Plaques
304									NW WAC: Soccer & Basketball
305			-		349				NW Movie Night (includes all committees)/Book Clubs in Subscriptions & Books
306			-		-		_		NW Open House
307			_		_		_		NW Battle of the Bands (Joint with IAM)
308			8,208		8,641		-	-	MidW Win-win cards
309			18,504		18,011		-	-	MidW MAC / MW Young Professionals / Membership Recruitment
310			8,208		8,641		-	-	MidW Family Festival
311			0,200		0,0		-	-	SPEEA Diversity Committee - Museum Tours
312			_		_		_	-	SPEEA Movie Night (includes all committees)
313			_		_		-	-	or EE/ mono right (moddod dii dominicod)
314			_		_		_	-	
	raining and Leadership conference	105,650	_	102,650	_	104,400	_		
	Council Convention	100,000	20,511	102,000	25,422	104,400	5,126	25,000	Council Convention Events planned to be virtual for 2021
	eadership Conference		37,547		38,026	-	5,120	25,000	
	Travel Costs		40,680		39,751		-	23,000	Regional travel
	and other training		40,000		33,731	-	-	-	SPEEA Leadership Development & Trg Committee
320	and other training				4,544	-	-	-	NW WAC trainings (Summer, Food for Thought)
321			_		7,577	-	-	-	MidW WAC: annual Western Regional Summer Institute on Union Women
322			_		_	-	-	-	MidW W/Vo. annual Western Regional Summer Institute on Smort Women
323			_		_		_	-	
324		25,000	7,784	25,000	7,911	25,000	_	20,000	General Training, provided by Executive Board
325		23,000	1,104	23,000	1,911	25,000		20,000	Includes: CR & AR training, RONR, AFL-CIO Young Workers Next up Conference (NW & MidW),
326			_		_		-	-	Labor Notes (NW & MidW), Emerging Leaders Conference, and other approved training.
327			_		_		-	-	Training budgeted herein rather than council budgets.
328			_		_		-	-	Training Suagenes Horott talifor alian countries suageta.
	Staff training & education	60,000	13,605	45,000	31,176	45,000	5,567	10,000	Contin. Ed., professional development and related fees & licenses
	ncludes professional affiliation	00,000	13,005	45,000	31,170	45,000	5,567	10,000	Contin. Ed., professional development and related fees & licenses  Combine staff training
331	noidado professional aniliation		_		_		_	-	Harvard Labor Union program (unlikely for 2021, expected for 2022)
332			_		_			-	Certified Employee Benefits Specialist training
333			_					-	Certified Employee Deficities Operialist training
	Contract Administration Misc.	2 000	1 200	2.000	200	3,000		3,000	Staff support of Contract and related issues
	prievance, lunches, parking.	3,000	1,389	3,000	399	3,000		3,000	
335	prevarice, luticites, parkitly.		_		_	-	_	-	labor/management meetings
227 6	Staff travel & remote support	40.000	14 707	20.000	20.424	20.000	_	15,000	Additional expanses incurred for traval and traval related
331	oran naver or remote support	40,000	14,797	30,000	20,424	30,000		15,000	Additional expenses incurred for travel and travel related
220	rough avanage for other than appoint a								company to a company the house in a conite with distance from CDEFA officers
	ravel expenses for other than specific purposes				_		_	-	expenses to support the bargaining units with distance from SPEEA offices
339	TOTAL TRAINING CURRENT & OFFICES	500 775	404.000	400 500	440.550	470.000	470.000	242.500	
	OTAL TRAINING, SUPPORT & SERVICES	529,775	401,399	496,500	440,558	473,020	178,608	312,500	
341									

A	AF	AG A	Al	AJ A	AL	AT /	A AV	A AX AY
1	2018	8-19	2019	9-20	2020-21	2020-21	Proposed	
						projected	Budget	
2	Budget	Actual	Budget	Actual	Budget	FYE 03/31/21	2021-22	
3								
342 AFFILIATE COSTS:								
343								
344 Per Cap Dues								
345 IFPTE, per cap dues	1,291,612	1,297,706	1,321,320	1,345,361	1,346,953	1,205,814	1,118,723	IFPTE - \$6.42 /month/member and Agency fee payer
347								
348 State Organizations, per cap dues								
349 Washington State	189,408	12,675	192,000	193,478	200,000	163,731	148,896	\$1.00/member
350		_		_			_	
351 Kansas State AFL-CIO	9,211		8,820	11,400	11,000	9,444	8,795	\$1.05/member
352	_	<u></u>		_		<u>-</u>	_	
353 Oregon AFL-CIO								
354 Central States IFPTE	550	550	550		550	_	550	annual fee
OSOL and Organizations, managed during	-			_		_	-	
356 Local Organizations, per cap dues	55,000	50.005	50.500	50,000	00.000	40.000	44.400	#0.05/h
357 King County	55,988	56,265	56,500	56,868	60,000	48,036	_	\$0.65/member
358 LA County 359 NW Oregon	436	519	450	526	450	525	_	\$0.67/member
360 Pierce County	919 3,792	1,033	1,100	1,113 <u> </u>	1,100 3,900	909 3,320	480	\$0.45/member \$0.50/member
361 Snohomish County	46,134	3,790	3,900 47,000	47,311	48,000	40,032		\$0.50/member
362 Spokane County	242	46,964 367	360	333	48,000	40,032 221		\$0.65/member
363 Wichita-Hutchinson	6,579	9,238	11,000	9,228	8,820	7,645	7,120	1
364 WICHIRA-FILICINIISON	0,579	9,230	11,000	9,220	0,020	7,045	7,120	\$0.05/Hellibel
365 Conventions and activities	124,250	_	39,301	_	36,045	-	_	
366 State & Local Conventions	124,200	_	33,301	_	50,045	-	_	
367 Regional Labor Council Delegates	_	64,098		_		-	25 000	2021 IFPTE Convention delegates, staff & ED - Event planned to be virtual
368	_	0.,000		_		-	20,000	& misc. costs includes sponsorship/ads
369	_	100,672		590		-	1.000	IFPTE support
370	_	1,523		-		-		SPEEA: Diversity - NAACP Conference
371		1,544		2,500		-		SPEEA: Diversity - Out & Equal Summit
372		866		· -		-		SPEEA: Diversity - Out & Equal Local (Seattle)
373								SPEEA: Diversity - APALA bi-annual convention
374								SPEEA: Diversity - LCLAA convention
375		866						SPEEA: Diversity -
376		6,611		3,395				Washington State (annual and legislative)
377		7,130		7,072				NW CLUW Events (NEBs and Conventions)
378								NW Young Leaders Conference
379								MidW CLUW Events (NEBs and Conventions)
380		3,189		2,923		(200)		MidW: Central States IFPTE (3) 1st & 3rd Qs
381		1,262		2,553				MidW: Kansas State AFL-CIO Workforce summit
382		-		914				MidW: Kansas State AFL-CIO
383								MidW: Wichita/Hutch Labor Fed Delegate
384								MidW: AFL-CIO Community Services Conference
385		_						MidW: Kansas AFL/CIO bi annual (5)
386	64.055	_	07.000		00.05	. 505		
387 Labor Support	24,350	6 605	25,300	4 000	26,250	1,500	_	Allo acted to assess other labor arraying tions 2
388		3,685		4,900		_	7,500	Allocated to support other labor organizations & causes
389		_		-		_		Reduced for 2020/21 for budget concerns, normally budget \$15,000
390				_		_		2012-15 Washington State Labor Education
201								SPEEA Council Labor support activities and denotions (ADDL 9 ADAL 4 honguets)
391 392		0.050		2.500		_		SPEEA Council Labor support activities and donations (APRI & APALA banquets)
997		2,950		2,500				NW Council Labor Support items

	Δ	AF	A.C.  A	Λ1	A 1 1A	ıl Aı	Λ.Τ.	۸۱ ۸۱/	Δ Δ Δ	AY
	А		AG A		AJ A	.I AL	AT /	A AV	A AX	AY
1		2018	3-19	2019-20		2020-21	2020-21	Proposed		
							projected	Budget		
_		Budget	Actual	Budget	Actual	Budget	FYE 03/31/21	2021-22		
2		Buugei	Actual	Buugei	Actual	Buugei	F 1 E 03/3 1/2 1	2021-22		
3						_	_	_		
393 394			4,620		7,500	_	_	_	MidW Council Labor Support items	
394										
395	AFFILIATE COSTS	1,753,471	1,628,122	1,707,601	1,704,278	1,743,418	1,480,975	1,401,976		
	BUILDINGS & CAPITAL EQUIPMENT:		_		_	-	-	-		
	Equipment Purchases		_		_	_	-	-	- building reserves available, no amounts budgeted	
399	4-1		63,482		_	=				
400			,	-		_			Building Reserve balances total 01/31/2021	6,309,099
401										
402									2021/22 potential items include:	
403									- Local server	
404									- Document Retention	
405									- modular office furniture	
406									- building remodel	
101	TOTAL DUILDING DECEDVES		00.400							
408	TOTAL BUILDING RESERVES	-	63,482	-	-	-	-	-		

# SPEEA 2021/22 Budget

