

December 13, 2018
NW 18-019

To: Northwest Regional Council Members
From: Northwest Council Officers
Subject: Pre-Submitted New Business: Proposed FY2020 NW Council Budget

Background:

SPEEA Northwest Policy, Section II: Subsection C requires “The Northwest Council shall establish a proposed annual budget for the operation of the Northwest Council, including all Northwest Council committees as well as the Council itself, and funds for travel of Council Members who work more than 50 statute miles from the Council meetings to a reasonable number of Council meetings.”

It also requires “The Council Officers shall review all Council input and submit a proposed Council budget for that fiscal year to the Council for approval, at the December Council Meeting.”

The Northwest Council Officers have reviewed the requests submitted and submits the proposed Northwest Council budget for your approval.

The FY2020 NW Council Budget is for the period April 1st, 2019, to March 31st, 2020.

The NW Council Budget should not be confused with the SPEEA Council Budget (which funds SPEEA Council activities and committees and is normally voted on at the January Council Meeting), or with the SPEEA Budget (which funds SPEEA Staff, Executive Board operations, and other items in addition to incorporating all the Council budgets and is normally voted on at the March Council Meeting).

Note that while dues to date are higher than they were at the same point in 2017, we are still almost 2% below 2016 and more than 5% below 2015.

How to read the budget:

Column A provides a reference number to use in discussion. Columns B and C are the official budget that is to be voted on. Columns D provides, for reference, the hours of SPEEA time associated with the line item. Columns E and F provide a comparison of the total cost (including SPEEA time) for each item in FY2020 and the total cost (including SPEEA time) for the item in the last fiscal year (FY2019). Columns E and F thus provide an ‘apples to apples’ comparison. Note that the FY2019 budget used \$47/hr as a calculated value for SPEEA time, but this has been raised to \$50/hr for FY2020.

Budget details:

The budget is divided into five categories:

1. NW Council General. This provides food for NW Council and NW Council Committee meetings, funds for the NW Recognition event, and other NW Council activities.

1.1 Food costs are based on recent actual costs and projected attendance at Council and Committee meetings. Due to recent Council opposition to decreasing the level of funding for these items, no attempt to reduce actual expenditures is included in this budget.

1.2 Many members have requested a less formal venue for recognition events. The intent is to switch between a late-summer picnic and the established banquet in alternate years (thus FY2020 would be a picnic, while FY2021 would have a standard awards banquet). Possible venues includes several Seattle Parks (basis for cost estimates). An attempt will be made to

broaden the appeal of the event while retaining a focus on recognizing exceptional activists and leaders. The line item includes venue (shelter & table rentals): \$890, catered meal: \$3,000 (including margin for increased attendance and additional costs based on the venue), awards: \$1,800 (based on recent expenditures), favors and decorations: \$800 (based on recent expenditures plus extra for an outdoor venue), reserve: \$1,000 (running a large event for the first time).

1.3 The CR Travel line item provides funds for all 'out of area' CRs (California, Oregon, Utah, and Spokane) to attend Guest Night.

1.4 The Guest Night Bus line provides for the bus normally provided to bring Everett CRs to Guest Night as well as the extra SPEEA time required for the trip.

1.5 The Open House is for open houses at the Everett and Tukwila halls during FY2020, with participation by NW Council Committees.

1.6 As described in 1.2, the NW Recognition Banquet would next occur in FY2021, with a picnic replacing it for FY2020.

1.7 NW Movie Nights was removed as this was not used recently and no plans to use it have been provided.

2. NW Council Committees. This provides for specific events and activities overseen by the committees.

NW Council Committees were asked to provide detailed requests, including the benefit to the membership of each line item.

NW Labor Delegates Committee

2.2.1 The WSLC Constitutional Convention is a three-day event featuring distinguished guest speakers and educational workshops focused on staying strong amid legal and legislative efforts to take away workers' freedom to join together in unions. *Note: the committee provided a detailed breakdown of cost estimates, including, hotel, per diem, and registration fees.*

2.2.2 The WSLC Legislative Conference is where delegates vote on political endorsements and issues. *Note: the committee provided a detailed breakdown of cost estimates, including, hotel, per diem, and registration fees.*

2.2.3 SPEEA normally provides ice cream and popcorn for this annual social event. This was under Labor Support in FY2019, it was moved here at the request of the committee.

2.2.4 Discount tickets for members to attend annual Solidary Day. This was under Labor Support in FY2019, it was moved here at the request of the committee.

2.2.5 Discount tickets for members to attend annual Solidary Day. This was under Labor Support in FY2019, it was moved here to align with the King and Pierce County events.

NW Legislative & Public Affairs Committee

2.3.1 Prevention of continued aerospace job losses in our region.

2.3.2 Increased involvement with and influence on elected decision-makers.

NW Membership Activities Committee

2.4.1 *Note: the committee requested \$7,900; based on prior years this amount is for 80 golfers. However attendance in recent years has fallen short of this target – in 2018 only 47 golfers attended. Accordingly a lower amount is proposed to accommodate 60 golfers.* NW Membership

activity that is held annually and has been really popular. Builds solidarity and camaraderie among SPEEA members and SPEEA friends/supporters. – Rotate North and South Puget Sound.

2.4.2 *Note: the committee requested this event for 1Q19, moved to 1Q20 to be within the FY2020 budget.* NW Membership activity that is held annually and has been really popular. Builds solidarity and camaraderie among SPEEA members and SPEEA friends/supporters. – Rotate North and South Puget Sound.

2.4.3 *Note: the committee requested this event for March 2019, moved to March 2020 to be within the FY2020 budget.* NW Membership activity that supports our local business and promote fishing outdoor activities, encourages and promotes our emerging activists into the idea that Unions are just like you and me, we welcome SPEEA members young and old to be active and this is a great activity for kids to be open to SPEEA and outreach to them in a tangible way. Builds solidarity and camaraderie among SPEEA members. – Both Areas

2.4.4 NW Membership activity intended to build solidarity and camaraderie among SPEEA members and SPEEA friends/supporters in the Portland area.

2.4.5 NW Membership activity that provides our SPEEA members an alternative to the long lines at the mall to have Santa Pictures for the holiday. Welcomes SPEEA members young and old and their pets to a fun activity of having their picture with Santa. Excellent activity for everyone in the family. – Both Sites

2.4.6 *Note: new event not budgeted in FY2019.* NW Membership activity that advertises the committee, encourages member participation from smaller sites, encourage ideas/feedback and grow the committee.

2.4.7 NW Membership activity that encourages and promotes our emerging activists into the idea that Unions are just like you and me, we welcome SPEEA members young and old to be active and this is a great activity for kids to be open to SPEEA and outreach to them in a tangible way. – Both Sites

2.4.8 Committee did not request this item for FY2020.

NW Women's Advocacy Committee

2.5.1 No information on the benefit of this item to the members has been provided. *Note: the committee provided a detailed breakdown of cost estimates, including, travel, hotel, per diem, and registration fees.*

2.5.2 No information on the benefit of this item to the members has been provided. *Note: the committee provided a detailed breakdown of cost estimates, including, travel, hotel, per diem, and registration fees.*

2.5.3 Self-defense classes to train members and family in personal protection. One at each hall in the Fall (TBD month). Two classes limit to 64 people total to be split up among two classes.

2.5.4 CLUW will continue to fight for the original goals established back in 1974: promoting affirmative action in the workplace; strengthening the role of women in unions; organizing unorganized women; and increasing the involvement of women in the political and legislative process. *Note: the committee provided a detailed breakdown of cost estimates, including, travel, hotel, per diem, and registration fees.*

2.5.5 Two persons @ 8 times a year, Food for Thought Seminars and 8 persons @ 1x year for yearly event.

2.5.6 This event would be either attending a movie in a theater (\$15 x 25 tickets) or ordering a book to read and discuss at a meeting (\$20 book x 20 books)

2.5.7 *Note: the committee requested \$800 for recruitment events, \$300 for tickets for a basketball game, and \$300 for tickets for a soccer game. These events are judged as being social activities outside the committee's jurisdiction per NW Policy and thus are not proposed for inclusion in the budget.*

NW Action Communication Taskforce

2.6.1 Two plaques with engraving to be installed in Renton & Everett factories. Intent is a respectful and visible permanent marker. Collaboration with IAM adds mutual unity. Positive SPEEA public image. Collaboration with Boeing Leadership improves labor relations.

NW New Hire Committee

2.7.1 Picnic hosted by NHC members at Golden Gardens Park in Ballard. Est. attendees: 60-80 members. Opportunity to meet and socialize with fellow members; show that SPEEA gives back to its members; identify new activists.

2.7.2 Unplanned social event, like rock climbing, laser tag, movie night, etc. Opportunity to meet and socialize with fellow members.

2.7.3 Bowling event hosted by NHC members in a central location (Seattle/Tukwila). Est. attendees: 10-20 members. Opportunity to meet and socialize with fellow members. *Note: the committee requested this event for 1Q19, moved to 1Q20 to be within FY2020.*

2.7.4 Hiking event led by NHC members, usually around I-90 corridor. Est. attendees: 10-20 members. Opportunity to meet and socialize with fellow members.

2.7.5 – 2.7.8 *Note: the committee restructured its FY2020 budget to provide more details based on FY2019 actuals; the FY2020 budget thus does not correlate directly with the FY2019 budget.*

NW Young Members Committee

2.8.1 Unplanned social event, like happy hour, game night, movie night, etc. Opportunity to meet and socialize with fellow members.

2.8.2 Emerging Leaders Conference sponsored by WA LERC, usually taking place at South Seattle Community College. Has been off-hours in the past (Fri & Sat). Est. attendees: 4-5 committee members. Committee members/SPEEA activists get to meet other local union activists and learn new methods and strategies for union outreach, organizing, bargaining, and solidarity.

2.8.3 Rock climbing event hosted by YMC members in a central location (Seattle/Bellevue). Est. attendees: 20-30 members. Opportunity to meet and socialize with fellow members; identify new activists.

2.8.4 – 2.8.7 *Note: the committee restructured its FY2020 budget to provide more details based on FY2019 actuals; the FY2020 budget thus does not correlate directly with the FY2019 budget.*

3. Labor Organization Per Capita Dues. This provides for dues paid to state and local Labor Councils with which the NW Region is affiliated. The budget is based on current year payments and a projection of future membership.

4. Community Participation. This section includes a number of contributions to non-Labor community organizations. Per NW Policy VII, B, SPEEA “should not contribute monies to other nonprofit or charitable organizations...” except for labor activities, STEM Grants, and outside organization

meetings/conferences/etc. with certain provisions. The NW Treasurer recommended removing the bulk of these items for FY2019 but was not supported by the Council.

4.1 This provides for the annual STEM Grants. STEM Grants are explicitly authorized by the Governing Documents and are provided directly by SPEEA to the end users. The STEM Grant Committee reviews applications and provides an annual recommendation to the NW Council, a degree of oversight that is not applied to any other grants.

4.2 No information on the benefit of this item to the members has been provided.

4.3 No information on the benefit of this item to the members has been provided.

4.4 No information on the benefit of this item to the members has been provided.

4.5 No information on the benefit of this item to the members has been provided.

4.6 No information on the benefit of this item to the members has been provided. This item was revised to properly reflect the SPEEA time portion of the breakfast.

4.7 No information on the benefit of this item to the members has been provided. This item was revised to properly reflect the SPEEA time portion of the breakfast.

4.8 No information on the benefit of this item to the members has been provided. This item was added by motion NW 18-006.

4.9 No information on the benefit of this item to the members has been provided. This item was revised to \$600 to reflect actual donations from recent years.

4.10 No information on the benefit of this item to the members has been provided.

4.11 No information on the benefit of this item to the members has been provided. This item was last paid in 2014 and thus is not recommended for FY2020.

5. Labor Support. This section is similar to Community Participation, however the activities supported are conducted by Labor Councils and other labor groups.

5.1 The Beckendorf Scholarship is for students "that have given back to the labor community." In FY2019 it was listed as a Community Participation Item, however as it is jointly run by the Pierce County Labor Council and the United Way it has been moved to Labor Support.

5.2 Per their website: "The Letter Carriers Food Drive accounts for approximately 50% of the food that [Snohomish County] food banks receive for the entire year."

5.3 This organization produces the labor calendars distributed at SPEEA offices each year. Per their website: "The Pacific Northwest Labor History Association (PNLHA) is a non-profit association dedicated to preserving the history and heritage of workers in the Pacific Northwest. We consider the "Pacific Northwest" to be British Columbia, Oregon and Washington."

Motion:

It is moved that: The Northwest Council approve the proposed FY2020 NW Council Budget and submit the proposed budget to the SPEEA Executive Board for consideration and incorporation in the SPEEA Budget.