

Dedicated to the Union
3933 South 326th Place
Federal Way, WA 98001

SPEEA MEMBER:—THIS IS NOT THE USUAL SPEEA JUNK MAIL!

Don't throw away your vote in the SPEEA Executive Board elections! Ballots for the 2007 Northwest Vice President elections will be mailed to SPEEA members by February 28. Are you aware of this? Will you keep from throwing the ballot information in the garbage? If you answer "no" to either of these questions, please read and consider the message of this mailer.

In the 2001, 2003, and 2005 Executive Board elections, where little choice was available, member response was 15.5%, 16.9%, and 15.1%. In 2002, 2004, and 2006, reformers offered a full slate of Executive Board candidates, and member response was 26.2%, 21.3%, and 20.5%. *It is possible to make a difference! And a difference is needed!* Right now, we have the same number of represented employees as we did in the year 2001, *yet the SPEEA budget is 50% larger.* Is it any wonder that rank and file SPEEA members regard their union with disappointment and suspicion, while policy, priorities, and budgets appear to be increasingly under the control of officials who are pursuing the objectives of our Executive Director, regardless of the opinions of the membership? Additional campaign information is available on www.speea.tv and www.speea.net.

Many members wonder if it is possible to make a difference in how SPEEA is run. *With your vote, the answer is yes.* It is possible to make a difference—*if you vote for candidates who are dedicated to returning SPEEA to membership control.* We have a full slate! There is no more perfect opportunity than now! Seize the moment.

Vote for the following slate of dedicated reformers, and read our message on the other side:—

JOEL FUNFAR
NW Vice President



JILL RITCHEY
NW Vice President



MICHAEL J. DUNN
NW Vice President



DEDICATED TO REFORM.....DEDICATED TO SPEEA

Dear SPEEA Member,

There is good news, bad news, and good news to report in this election.

The good news is that in 2006

- You elected Bob Wilkerson as Treasurer. He is carefully managing our finances, and it is now beginning to appear that we will finish the fiscal year with approximately a \$400,000 under-run.
- You elected Dave Baine as Secretary. He is insisting on prompt and open communications from the Board.
- The Northwest Council elected Jill Ritchey as interim Vice President, after she challenged an unconstitutional election nomination by current VP, Larry Marrell. Jill has been supporting the Treasurer and Secretary in their motions to gain access to the information needed to perform their duties.

Together, Bob, Dave, and Jill have been challenging the free-spending and secretive *status quo* on the Board...but they are only three members out of seven, and are frequently outvoted.

The bad news is that

- The Executive Board still refuses to accept a \$23,000 refund for overpayment to CESO, a lobbying organization, and is opposing a SPEEA Council resolution to accept the refund. Our overpayment to CESO may extend to additional tens of thousands of dollars—maybe hundreds of thousands of dollars—once reimbursement of staff support time is taken into account. Our opponents oppose receiving this refund.
- SPEEA is still spending tens of thousands of dollars annually on ineffectual political action (CESO).
- From 1991 to 2003, the Executive Board allowed our present Executive Director (a paid employee) to illegally sign our IRS Form 990 filings as an “officer” of our union. (He planned to sign the 2004 and 2005 filings, but this practice was stopped only by complaints to the IRS.)

These examples of misfeasance are only the tip of the iceberg.

As you can see from the raw data presented below, SPEEA membership (and the size of the workforce we represent) is virtually identical to what it was in 2001. The increase in membership resulting from Agency Fee was supposed to have reduced the pressure to raise dues, but in fact our dues have escalated far beyond inflation. Even though our workforce representation activities have not increased in the past 5 years, our operating net expenditures (total expenditures less reinvestment) have increased from \$ 4.8 million (2001) to \$7.3 million (2006), at a rate of half a million dollars per year. Part of the increase in operating cost is the escalation of staff salaries at a rate of about 9% per year. Yes, there are some reasons why costs have increased (inflation, IFPTE dues), but the overall magnitude is growing out of bounds. The union cannot sustain these financial trends.

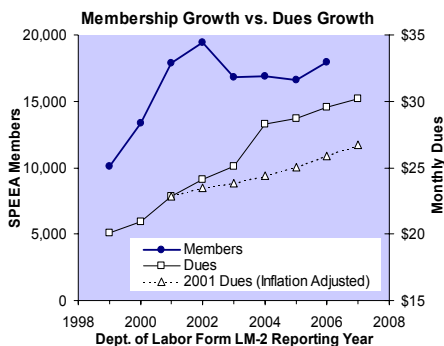
We are telling you this because we have seen these trends developing over the past several years and are concerned for the future of SPEEA. We hope you are also concerned, because our ability to work out of this problem depends on your willingness to vote for us.

The final good news is that we are running a full slate of candidates to complete the reforms begun in 2006, by providing a margin of votes on the Board that will finally place administrative control of our union in the hands of the officers elected to perform those duties. We will be able to enact significant policy shifts in favor of stringent financial analysis and cost control, complete openness of our financial information, and curtailment of administrative abuses.

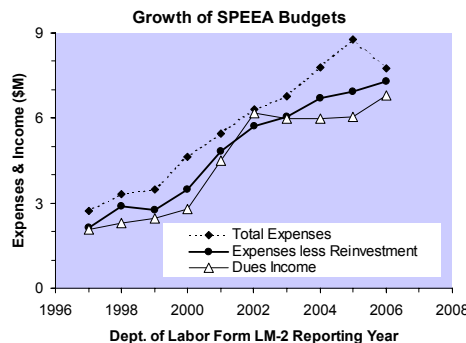
We know what you are thinking: “Hmm. All very well for you to point out a problem, but how can I depend on you to do what you say you will do?” The answer is: *We are already doing it.* We have reached into our own pockets to fund this mailing—in order to share information with you that you will not hear from the other slate of candidates, who are from administrations that have allowed these problems to develop.

Please vote for us, and give us the opportunity to reform an administration that is opposed to openness and frugality.

JOEL FUNFAR
NW Vice President



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