

Proposed 2009-2010 Budget

STATEMENT OF PROPOSED REVENUE AND EXPENDITURES

	BUDGET 2009/10	BUDGET 2008/09	ACTUAL 09.03.31
REVENUE			
1 MEMBERSHIP DUES	3,295,200	3,015,498	3,066,689
LESS			
2 DEFENCE FUND TRANSFER <i>(10% Regular Member Dues)</i>	329,520	301,550	294,113
NET MEMBERSHIP FEES	2,982,880	2,713,949	2,772,576
3 OTHER REVENUE			
(a) INVESTMENT INCOME <i>(Current & Op Inv Accts)</i>	17,200	23,100	2,328
(b) OTHER INCOME	0	0	41
TOTAL REVENUE	2,982,880	2,737,049	2,774,944

	BUDGET 2009/10	BUDGET 2008/09	ACTUAL 09.03.31
EXPENDITURES			
4 COMPENSATION - OFFICERS & STAFF			
(a) PRESIDENT	83,700	82,000	81,204
(b) SECRETARY-TREASURER	83,700	82,000	81,372
(c) VICE-PRESIDENTS	41,850	41,000	29,789
(d) OTHER DUTY RELEASE	5,000	5,000	0
(e) OFFICERS' TRANSITION	20,000	20,000	0
(f) BENEFITS (OFFICERS)	84,600	82,950	88,108
(g) STAFF REPS	544,600	518,358	516,192
(h) SUPPORT STAFF	295,450	281,209	285,366
(i) BENEFITS (STAFF)	209,100	209,100	207,151
(j) OVERTIME	38,000	40,000	38,468
TOTAL COMPENSATION	1,406,000	1,361,617	1,327,650
5 OFFICERS' RELOCATION			
(a) ALLOWANCE	3,500	3,500	0
(b) MOVING EXPENSES	4,500	4,500	0
TOTAL OFFICERS' RELOCATION	8,000	8,000	0
6 PRESIDENTS' COUNCIL & EXECUTIVE			
(a) EXECUTIVE COMMITTEE	2,000	2,000	1,134
(b) PRESIDENTS' COUNCIL	40,000	40,000	53,102
TOTAL PC & EXECUTIVE	42,000	42,000	54,236

BUDGET	BUDGET	ACTUAL	2008/09	09.03.31
		2009/10		
7	EVENTS			
(a)	FPSE AGM	185,500	175,000	170,317
(b)	PRESIDENTS' RETREAT	20,000	20,000	25,599
(c)	BC FEDN OF LABOUR CONVENTION	25,000	25,000	37,553
(d)	JOINT COMMITTEES CONFERENCE	0	56,000	67,765
(e)	CLC/NUCAUT CONVENTION	0	45,000	044,907
(f)	BARG STRATEGY CONFERENCE	20,000	20,000	018,412
(g)	FPSE FEB/MAR CONFERENCE	0	20,000	24,818
(h)	CONFERENCES	40,000	20,000	41,727
	TOTAL EVENTS	290,500	381,000	431,098
8	COMMITTEES			
(a)	BARGAINING COORDINATION	16,000	16,000	13,425
(b)	CONTRACT ADMIN REVIEW	16,000	16,000	6,163
(c)	DISABILITY MGMT & REHABN	16,000	8,000	9,248
(d)	EDUCATION POLICY	16,000	8,000	5,702
(e)	HUMAN RIGHTS & INTL SOLIDARITY	16,000	8,000	6,755
(f)	WKPL HEALTH, SAFETY & ENVIRON	16,000	8,000	6,664
(g)	PENSION ADVISORY	20,000	20,000	15,509
(h)	PROF & SCHOLARLY DEVELOPMENT	16,000	8,000	7,218
(i)	NON-REGULAR FACULTY	16,000	16,000	11,555
(j)	STATUS OF WOMEN	16,000	8,000	7,068
(k)	AD HOC	1,000	1,000	1,357
(l)	ORGANIZING	20,000	20,000	20,204
	TOTAL COMMITTEES	185,000	129,000	110,869
9	LOCAL SUPPORT			
(a)	STAFF TRAVEL TO LOCALS	35,000	35,000	52,877
(b)	LEGAL	275,000	200,000	280,367
	TOTAL LOCAL SUPPORT	310,000	235,000	333,244
10	BARGAINING			
(a)	JADRC/JCBA	5,000	5,000	476
(b)	PROVINCIAL BARGAINING	50,000	0	0
	TOTAL BARGAINING	55,000	5,000	476
11	ADVOCACY & PUBLIC RELATIONS			
(a)	PUBLIC RELNS/CMNS/LOBBYING	20,000	20,000	66,242
(b)	FPSE PUBLICATIONS	2,500	2,500	0
(c)	INTERNATIONAL SOLIDARITY FUND	15,000	15,000	15,010
(d)	DONATIONS/RECOGNITION	10,000	10,000	14,070
(e)	REPRESENTNS - BC FED/LBR GROUPS	10,000	10,000	11,178
(f)	REPRESENTNS - PROV COMMS/AGNCS	5,000	5,000	3,144
(g)	REPRESENTNS - CAUT/NUCAUT	10,000	10,000	16,744
(h)	REPRESENTNS - PROV GOVT	6,000	6,000	5,410
(i)	REPRESENTNS - FED GOVT	3,000	3,000	0
(j)	REPRESENTNS - OTHER	5,000	5,000	6,927
(k)	OUTREACH	0	0	0
	TOTAL ADVOCACY & PUBLIC RELNS	86,500	86,500	138,725

	BUDGET 2009/10	BUDGET 2008/09	ACTUAL 09.03.31
12 AFFILIATIONS AND MEMBERSHIPS			
(a) AFFILIATION - BC FEDN OF LABOUR	74,500	74,500	72,792
(b) AFFILIATION - CAUT	86,450	80,160	84,885
(c) AFFILIATION - NUCAUT/CLC	83,400	83,412	83,408
(d) MEMBERSHIPS	11,500	11,500	4,815
TOTAL AFFILIATIONS	255,850	249,572	245,900
13 ADMINISTRATION			
(a) AUDIT	8,000	8,000	7,250
(b) BANK CHARGES & INTEREST	3,400	2,900	3,757
(c) AMORTIZATION	37,500	45,500	37,963
(d) EMPLOYEE RELATIONS	5,000	5,000	4,575
(e) EQUIPMENT LEASE & MAINTENANCE	20,000	20,000	24,905
(f) INSURANCE	4,500	4,500	4,262
(g) OFFICE MAINTENANCE	2,500	2,500	262
(h) POSTAGE & COURIER	5,000	5,000	3,898
(i) PRINTING/PHOTOCOPYING	6,000	6,000	8,607
(j) RENT	144,600	142,800	142,489
(k) PARKING	16,000	16,000	16,116
(l) STAFF TRAINING	10,000	10,000	13,058
(m) SUBSCRIPTIONS	16,000	16,000	16,768
(n) OFFICE SUPPLIES	14,000	14,000	15,485
(o) TELECOMMUNICATIONS	30,000	25,000	37,124
(p) WEBSITE COMMUNICATION	7,000	7,000	24,168
TOTAL ADMINISTRATION	329,500	335,200	360,687
TOTAL EXPENDITURES	2,968,350	2,832,889	3,002,885
Transfer to Staff PD Fund	0	0	-3,600
Transfer	0	0	
Transfer	0	0	
SURPLUS (DEFICIT)	14,530	(95,840)	-127,218

CAPITAL BUDGET

	BUDGET 2009/10	BUDGET 2008/09	ACTUAL 09.03.31
EQUIPMENT, FURNITURE & FIXTURES	2,000	2,000	3,123
COMPUTER EQUIPMENT	10,000	5,000	3,565
LEASEHOLD IMPROVEMENTS	0	0	3,660
TOTALS	12,000	7,000	10,348

EXPLANATORY NOTES: 2009-2010 PROPOSED BUDGET

REVENUE

1. Membership Dues

Membership dues are based on estimated actual dues for the fiscal year 2009/2010 with a 2.1 % increase based on projected average salary growth per collective agreements.

Inclusion of Camosun (Local 12) as a full member of the FPSE for fiscal 2009/2010 increased annual expected dues by approximately \$65,000.

Dues formula for regular members assumes acceptance of a proposed dues increase to 0.90% from 0.85% of members' gross salaries, or a 5.9% nominal annual increase.

2. Defence Fund Transfer

The defence fund transfer remains at 10% of regular members' dues.

3. Other Revenue

Includes investment income on operating investments, unrealized gain or loss on operating investments due to market valuation at period end, interest income on operating investment account and current bank account. Income from operating investment account assumes a 4% return on investment, based on \$430,000 fund value at budget preparation time. This approximates current returns on bond indices.

EXPENDITURES

4. Compensation – Officers & Staff

(a)(b)(c)(e)(f) Budget for President and Secretary-Treasurer salaries and benefits are based on full costs. Expenses for two Vice-Presidents will represent 25% release cost. Officers' Transition represents 25% release. Officer Benefits are budgeted at 41% of total officer compensation. Increased by 2.1% over 2008/2009 to account for salary increases.

(g)(h)(i) FPSE Staff Representative and Support Staff salaries and Benefits based on collective agreement with CUPE 1004. Projected average increase of 2.5% for 2009/2010 fiscal year per CUPE 1004 collective agreement.

(j) Overtime is primarily overtime worked by Staff Representatives, which is banked and accounted for as a liability, expensed in the period taken. Support staff overtime is accounted for in the same way. Minor decrease due to less staff overtime over past two years.

5. Officers' Relocation

Officers' relocation is a provision in the event a new President or Secretary-Treasurer has to relocate from outside the Lower Mainland.

6. Presidents' Council and Executive Committee

Executive Committee line has been maintained for 2009/2010 at \$2000, while the Presidents' Council line has been maintained for 2009/2010 at \$40,000. This represents no change from 2008/2009 in each category.

7. Events

(a) AGM

Costs projected as follows:

Hotel	\$88,000
Delegate travel	54,000
Conference Centre	16,000
Meals & catering	35,000
Childcare	3,500
Supplies, photocopying, setup and misc	4,800
Gifts, honoraria, speakers fees and expenses	11,500
Registration Fees (\$175 x 156 delegates)	(27,300)
Total.....	\$185,500

(b) Presidents' Retreat has been maintained at \$20,000 for 2009/2010.

(c) BC Fed Convention has been maintained at \$20,000 for 2009/2010.

(d) Joint Committees Conference budget is set at \$0, as event is being cancelled for 2009/2010 (bargaining year).

(e) CLC/NUCAUT Conventions set at \$0 as there are no events in 2009/2010 (held tri-annually).

(g) FPSE Feb/Mar Conference set at \$0 as no event is planned for 2009/2010.

(h) Conferences item increased to \$40,000 from \$20,000 to account for increased attendance at events of FPSE members over 2008/2009.

8. Committees

Budget reflects regular meetings of FPSE Standing Committees, as well as a provision for Ad Hoc committee meetings. There are no changes to budgets for all regular committee meetings from 2008/2009.

9. Local Support

(a) Staff Travel to Locals refers to those costs associated with FPSE Staff Representatives and Officers travelling to and attending to contract administration, local negotiations, organizing, meetings with locals and external organizations. This has been maintained at \$35,000 for 2009/10.

(b) Legal has been set at \$275,000 for 2009/10, a \$25,000 increase over the budgeted amount from 2008/09. This represents an estimate of total legal costs for 2008/09 extrapolated from actual legal expenditures as of Feb 28/09, effectively setting the 2009/10 legal budget at actual expenditures for 2008/2009.

10. Bargaining

(b) Provincial Bargaining set at \$50,000 as bargaining will commence in 2009/2010 in advance of the expiration of current collective agreement in March 2010.

11. Advocacy and Public Relations

(a) Public Relations includes lobbying and public relations advertising, polling, campaigns, costs of printing bulletins, and lobbying meeting expenses. No change

- from 2008/2009.
- (b) FPSE Publications: The budget does not provide for resumption of printing *Profile*.
 - (c) International Solidarity Fund is designated for support of international labour organizations and campaigns. \$5,000 per year to Co-Development Canada, \$10,000 per year based on accepted proposals by the ISFC.
 - (d) Donations/Recognition includes donations made to external organizations. No change from 2008/2009.
 - (f) Representations – Provincial Committees/Agencies primarily includes meetings of the College Pension Plan Board of Trustees. No change from 2008/09.
 - (g) Representations – CAUT/NUCAUT covers attendance at CAUT/NUCAUT events by staff and FPSE members; unchanged from 2008/2009.
 - (j) Representations – Other provides for meetings with CFS, CICA, CUFA, United Way, and other external organizations.
 - (k) Outreach is now included under Organizing Committee, line 8(I).

12. Affiliations

- (a) BC Federation of Labour budget unchanged from 2008/2009.
- (b) CAUT budget increased in accordance with new CAUT affiliation fees for 2009/10, enacted in early 2008/09.
- (c) CLC/NUCAUT budget unchanged from 2008/2009.
- (d) Memberships budget remains unchanged for 2009/2010.

13. Administration

- (a) Audit based on prior year's audit fees.
- (b) Bank charges & interest increased \$500 from 2008/2009 to account for increased transaction volume.
- (c) Amortization projected for 2009/10 based on 2008/09 amount, plus amortization due to acquisitions less amortization foregone through dispositions or obsolescence.
- (d) Employee relations budget includes provision for interviewing, employment advertising, and small staff functions, as well as acknowledgement of illness.
- (e) Equipment lease and maintenance budgeted amount reflects no change for 2009/2010.
- (f) Insurance no change in premiums anticipated for 2009/2010.
- (g) Office maintenance includes costs of cleaning carpets, lighting, moving furniture, and miscellaneous small repairs. No change for 2009/2010.
- (h) Postage & courier budgeted amount reflects no change for 2009/2010.
- (i) Printing includes costs for copier maintenance contract and copying supplies, photocopy paper, printing of envelopes, stationery and business cards. No change for 2009/2010.
- (j) Rent based on lease agreement with BC Teachers' Federation. Approximate increase of 2.5% expected for 2009/2010.
- (k) Parking maintained at \$16,000 for 2009/2010.
- (l) Staff training maintained at \$10,000 for 2009/2010.
- (m) Subscriptions/books maintained at \$16,000 for 2009/2010. Publications provide research and resource material for members and Staff Reps.
- (n) Office supplies budget maintained at \$14,000 for 2009/2010.
- (o) Telecommunications budget unchanged from 2009/2010. Includes costs for fax machine, long distance, cell phone charges, conference calling services, voicemail, and internet services.
- (p) Web Site & Communications budget covers web site maintenance and enhancements, as well as email services.