

2021-2023 BUDGET
THE NUMBERS

CEIU BUDGET 2021-2023

	2017 Revised Budget	2017 Actual	2018 Revised Budget	2018 Actual	2019 Revised Budget	2019 Actual	2020 Revised Budget	2020 Actual	2021 Budget	2022 Budget	2023 Budget
Revenue											
Membership Dues	6,240,000	6,922,134	7,000,000	7,119,051	7,950,000	8,434,896	9,026,900	10,842,034	10,541,000	10,725,000	10,913,000
Deferred Dues	651,400	1,171,406	-	(392,823)	-	(265,230)	-	(691,183)			
Investment Income	198,000	118,827	125,000	76,532	175,000	360,339	200,000	563,754	200,000	200,000	200,000
Other Revenue	-	83,142	52,500	39,162	15,000	38,998	30,000	122,677	30,000	30,000	30,000
Total Revenue	7,089,400	8,295,509	7,177,500	6,841,922	8,140,000	8,569,003	9,256,900	10,837,282	10,771,000	10,955,000	11,143,000
Expenses											
Salaries and Benefits (Section B)	4,509,543	4,533,097	4,450,000	4,358,127	4,473,000	4,264,763	4,775,000	4,210,189	5,073,000	5,183,000	5,291,000
Members' Expenses (Section C)	1,511,800	2,269,247	1,569,400	1,134,837	1,796,400	1,592,643	1,827,900	1,056,387	2,907,800	3,137,800	3,137,800
Other Operating Expenses (Section D)	616,600	646,099	636,125	654,929	618,400	596,809	850,500	691,652	850,500	859,300	859,300
Rent (Section D)	450,000	470,103	481,000	480,446	496,000	495,887	491,000	498,779	399,000	401,000	405,000
Amortization of Capital Assets (Section D)	-	73,832	96,800	86,319	101,800	99,944	100,000	96,620	100,000	100,000	100,000
Trusteeship Charges	-	58,293	-	-	-	-	-	-			
Inflation	-	-	-	-	-	-	-	-		74,000	148,000
Total Expenses	7,087,943	8,050,671	7,233,325	6,714,658	7,485,600	7,050,046	8,044,400	6,553,627	9,330,300	9,755,100	9,941,100
One time resolutions										600,000	600,000
On going resolutions										600,000	600,000
Excess of (Expenses Over Revenue)											
Revenue over Expenses	1,457	244,838	(55,825)	127,264	654,400	1,518,957	1,212,500	4,283,655	1,440,700	(100)	1,900

(1) Revised budget as approved by the National Executive on a yearly basis.

1,442,500

CEIU BUDGET 2021-2023

THE NUMBERS

	2017 Budget	2017 Actual	2018 Budget	2018 Actual	2019 Budget	2019 Actual	2020 Budget	2020 Actual	2021 Budget	2022 Budget	2023 Budget
Deductee count used for Dues Revenue	17,000	17,327	17,000	17,550	17,000	20,651	21,000	25,003	24,000	24,000	24,000
Average Salary used for Dues Revenue	\$ 53,403	\$ 55,085	\$ 57,000	\$ 55,416	\$ 57,855	\$ 55,799	\$ 58,723	\$ 59,238	\$ 60,000	\$ 61,050	\$ 62,118
Average Member Dues Percentage - Base	0.7320%	0.7320%	0.7320%	0.7320%	0.7320%	0.7320%	0.7320%	0.7320%	0.7320%	0.7320%	0.7320%
Deductee Projected Salary variance	0.0%	3.1%	0.0%	-2.8%	0.0%	-3.6%	0.0%	0.9%	0.00%	1.75%	1.75%
Inflation factor (applies to Members' Expenses and Other Operating)	0.0%		1.5%		1.5%		1.5%		2.0%	2.0%	2.0%
Number of Staff Positions	35	35	35	34	35	33	35	33	35	35	35

CEIU BUDGET 2021-2023

MEMBERS' EXPENSES

	2017 Revised Budget	2017 Actual	2018 Revised Budget	2018 Actual	2019 Revised Budget	2019 Actual	2020 Revised Budget	2020 Actual	2021 Budget	2022 Budget	2023 Budget
Internal Governance (National Executive)	497,000	467,726	476,500	424,842	612,500	618,418	612,500	268,919	964,000	1,234,000	1,234,000
National Committees Meetings	70,000	90,556	100,500	100,162	92,500	86,528	132,000	33,438	157,000	157,000	157,000
National Conferences	80,600	228,861	127,000	69,781	125,000	213,286	151,000	23,695	226,000	176,000	176,000
President Regional Conferences	200,000	200,000	200,000	200,000	200,000	200,000	200,000	200,000	400,000	400,000	400,000
Triennial Convention	316,000	911,740	340,000	130	340,000	1,668	340,000	59,087	500,000	500,000	500,000
Training	221,000	221,000	221,000	221,000	321,000	321,000	281,000	321,000	500,000	450,000	450,000
Organisation & Support	67,200	67,200	71,400	74,285	71,400	83,876	71,400	111,672	100,800	100,800	100,800
Transfer to Locals	-	14,165	13,000	12,449	19,000	20,678	-	8,241	-	-	-
Special Needs	40,000	736	10,000	538	10,000	14,675	20,000	335	20,000	80,000	80,000
Family Care	10,000	5,263	10,000	1,650	5,000	2,514	10,000	-	10,000	10,000	10,000
Scholarship	-	62,000	-	30,000	-	30,000	-	30,000	30,000	30,000	30,000
Employer share of Benefits for LOS	10,000	-	-	-	-	-	10,000	-	-	-	-
Total	1,511,800	2,269,247	1,569,400	1,134,837	1,796,400	1,592,643	1,827,900	1,056,387	2,907,800	3,137,800	3,137,800

CEIU BUDGET 2021-2023

OPERATING EXPENSES

	2017 Revised Budget	2017 Actual	2018 Revised Budget	2018 Actual	2019 Revised Budget	2019 Actual	2020 Revised Budget	2020 Actual	2021 Budget	2022 Budget	2023 Budget
Other Operating Expenses											
Communication	76,400	61,309	62,350	69,314	56,900	61,397	92,100	71,177	83,300	83,300	83,300
General	184,400	179,397	131,850	145,492	119,300	146,196	202,900	183,829	181,700	203,500	203,500
Travel	200,000	240,573	134,775	157,505	110,000	128,286	173,500	51,940	173,500	173,500	173,500
Sundry	253,000	259,793	267,650	263,312	289,700	204,615	304,000	315,202	334,000	321,000	321,000
Meetings	42,800	45,027	39,500	19,306	42,500	56,315	78,000	69,504	78,000	78,000	78,000
Funding from Provisional accounts	(140,000)	(140,000)	-	-	-	-	-	-	-	-	-
Total	616,600	646,099	636,125	654,929	618,400	596,809	850,500	691,652	850,500	859,300	859,300
Rent	450,000	470,103	481,000	480,446	496,000	495,887	491,000	498,779	399,000	401,000	405,000
Amortization of Capital Assets	80,000	73,832	96,800	86,319	101,800	99,944	100,000	96,620	100,000	100,000	100,000
Trusteeship Charges	-	58,293	-	-	-	-	-	-	-	-	-
Inflation	-	-	-	-	-	-	-	-	-	74,000	148,000

SECTION A

2021–2023 BUDGET

INTRODUCTION AND OVERVIEW

Introduction

The CEIU has continued to administer its finances effectively throughout the many challenges that were presented to us during the current period. We continue to strive to meet our financial obligations while maintaining our level of service to the membership.

The Finance Committee reviewed the income and expenses of the CEIU for the past four years with the Director of Finance and Administration. Your National Executive has approved the 2021 budget due to the postponement of our triennial convention following the recommendation of Health Canada during the COVID 19 pandemic period. The Finance Committee has developed a balanced budget for the period 2022–2023 with no due increase and has been able to include two provisions of \$600,000 for ongoing and one-time resolutions. We did this by continuing our union’s policy of restraint in matters of expenditure while recognizing the needs of our members. The Finance Committee reviewed all line items, those with fixed or committed costs and those where some adjustments could be made. These analyses were difficult, and the Finance Committee took all the necessary actions to review the costs and present the best possible option for the upcoming budget period.

We, the Finance Committee present to you a balanced budget for your consideration.

CEIU Proposed Budget for 2022 and 2023

The Finance Committee has prepared a balanced budget based on the assumptions below. The Committee has considered all projected operating expenses, some which can be forecasted with accuracy, and others that are estimated based upon historical data and future needs.

The Committee based its discussion on historical data to ensure their projections were as accurate and informative as possible.

The Committee considered the future status of our membership numbers, our service to the membership and our human and material resource requirements.

Budget Assumptions

Three main assumptions come together to determine the revenue projections for each of the two years in this budget:

- 1. Membership numbers**
- 2. Members' average salary**
- 3. CEIU dues rate**

The annual estimated revenue is based on the dues paid by the estimated members' average salary times the number of members.

Assumption 1: Membership Numbers

Economic and political realities compelled us to build our most recent budget on conservative estimates of membership numbers.

Our membership numbers have been relatively stable over the last 4 years ranging between 17,300 and 27,000. There was a significant increase of about 6,000 unallocated members in May 2019 when we modified the process for assigning members more appropriately from unallocated to each component. Given the economic and political climate we are operating in, our financial planning must remain cautious. **We have built the 2022–2023 budgets using a membership count of 24,000.** This number is in line with the increased number of members that occurred in May 2019.

Assumption 2: Members' Average Salary

In the past budget, we overestimated our members' average salary due to the issues with the Phoenix system that did not permit to update the information before November 2019. We have, however, been able to maintain our revenue stable as we have recorded a significant increase in our membership as mentioned earlier, following the process adjustment made in May 2019.

Based on our projection of membership numbers by sector over the next budget cycle, we are projecting an inflation rate of 1.75% in years two and three of the budget, the estimated members' average salary in this budget are:

2021	\$60,000
2022	\$61,050
2023	\$62,118

Assumption 3: Dues Rate

In the budget, the CEIU Convention Finance Committee proposes a **zero percent increase of the National dues.**

The CEIU National dues rate proposed in the budget is the same as the CEIU National rate paid by our members since January 2018 following the approval of the last budget in February 2017 at: **0.7320%.**

This rate is being applied to the first step of each members' classification and does not include the Regional and Local shares that are added to the component portion.

Class	Salary	PSAC	CEIU	Region	Local
PM02 (June 21/20)	61,152	49,63	37,30		
		0.9740%	0.7320%	Various	Various

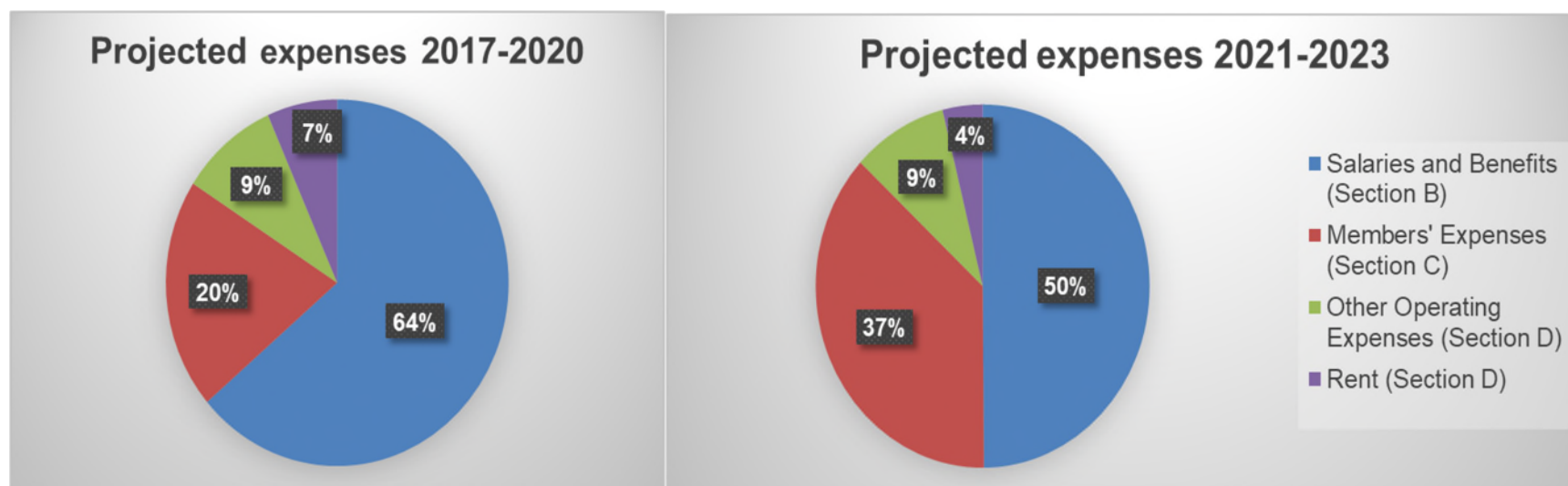
Projected Revenue: 2021–2023

The following table summarizes the assumptions and proposals built into the 2021–2023 Budget:

	2021	2022	2023
Number of Members	24,000	24,000	24,000
Members Average Salary	\$60,000	\$61,050	\$62,118
CEIU Dues rate	0.7320%	0.7320%	0.7320%
Membership Dues	\$10,541,000	\$10,725,000	\$10,913,000
Investment Income	\$200,000	\$200,000	\$200,000
Total Revenue	\$10,741,000	\$10,925,000	\$11,113,000

Projected Expenses: 2021–2023

The CEIU's expenses are divided into a few main categories. Salaries and benefits comprise 50% (-14%) of total expenses, members' expenses including the two reserves for resolutions 37% (+17%), other operating expenses 9% (0%) and rent 4% (-3%). The variances are comparing the current budget exercise with the previous budget approved in 2017.



Staff Salaries and Benefits

The CEIU staff in headquarters and in strategically located Regional Offices, provide services to our members working in every province and territory in Canada.

Due to the nature of our organization—we are a union—our human resources are our greatest assets. And because we are a union, we have a responsibility to be a good employer, a responsibility we take very seriously.

These principles are reflected in our budget. Staff salaries and benefits represent 50% of total expenses. This includes two full times elected officers on the CEIU's Executive Committee (the National President and the National Executive Vice-President).

Section B will provide you with a more detail analysis of the information considered to prepare the current budget for the staff salary and benefits.

Members' Expenses

Members' expenses are the funds that directly support the participation of members in our union and the delivery of programs and services to them. Expenses included in this category are used for the National Executive meetings, National Committee's meetings, National Conference events and for training. These expenses, totalling an average of approximately \$3,850,000 per year represent 37% of all budgeted expenditures over the 2021–2023 cycle.

Section C provides the detailed breakdown of the budget for each category of Members' Expenses and explains the choices that were made to arrive at the budget.

Operating Expenses

Section D outlines the change to the operating expenses, including rent, amortization of capital assets and other operating costs.

Inflation

Given the state of the Canadian economy, including historically low inflation rates, and the pattern of settlements in the federal public sector, we have projected an inflation factor of **2.0%** in years two and three of the budget cycle.

This inflation rate of 2.0% is factored into the following budget lines:

- Membership expenses
- Other operating expenses

Conclusion

In preparing the budget, we have sought to ensure that our total planned expenses do not exceed our total planned revenue. This budget proposal accomplishes that. Over the two-year cycle, our total budgeted revenues amount to \$22,098,000, and our total budgeted expenses amount to \$22,096,200 including the allocations for one-time and ongoing resolutions, that could be presented during the convention. As shown on page 1 of the numbers, the bottom line after the total expenses and the resolution allocations is that the budget provides a deficit of \$100 for 2022 and a surplus of \$1,900 for 2023 for a total of \$1,800 over the two years. Considering the volatility of the economy and the combination of assumptions that we have considered, this budget is, in effect, a balanced budget.

SECTION B

2021-2023 BUDGET

SALARIES & BENEFITS

Introduction

The objective of this section is to provide a global picture of the salaries and benefits, which follows the CEIU's commitment to produce an open, transparent, and easy to understand Budget.

Considering the decentralized approach to provide the services with the various offices located across the country, the 50% share of the expenditures allocated to the staff is better serving our members in their locality and therefore they have access to the expertise of the National staff to support them in the various situations they face in their day-to-day activities.

Salaries and Benefits

SALARIES AND BENEFITS											
	2017	2017	2018	2018	2019	2019	2020	2020	2021	2022	2023
	Budget	Actual	Budget	Actual	Budget	Actual	Budget	Actual	Budget	Budget	Budget
National office	1,112,136	1,242,685	1,175,000	1,179,816	1,170,000	1,126,075	1,334,000	1,288,870	1,551,000	1,580,000	1,610,000
Regional offices	2,055,236	1,977,995	1,920,000	1,976,083	1,900,000	1,925,266	1,974,000	1,807,484	2,034,000	2,074,000	2,115,000
Total salaries	3,167,372	3,220,680	3,095,000	3,155,899	3,070,000	3,051,341	3,308,000	3,096,354	3,585,000	3,654,000	3,725,000
Benefits	1,342,171	1,312,417	1,355,000	1,202,228	1,403,000	1,213,422	1,467,000	1,113,835	1,488,000	1,529,000	1,566,000
Salaries and Benefits	4,509,543	4,533,097	4,450,000	4,358,127	4,473,000	4,264,763	4,775,000	4,210,189	5,073,000	5,183,000	5,291,000

Salaries

The Budget is built considering the allocation of the staff between the National office and the Regional offices. The National office also includes the salary for two elected officials being the President and the National Executive Vice-President.

The 2021-2023 Budget is calculated taking into consideration the current allocation of staff in each office across the country.

The salary calculation for 2021 has been established by using the following pay table for the staff of the organization:

Band	Salary range
4	\$68,188 to \$73,740
5	\$71,508 to \$77,332
6	\$75,526 to \$81,677
7	\$79,542 to \$86,022
8	\$86,295 to \$93,339
9	\$88,270 to \$95,466
10	\$93,625 to \$101,255
11	\$98,980 to \$107,054
13	\$109,711 to \$118,661

Salaries - Elected officials

The budgeted salaries for our elected officials have been increased in 2021 by \$35,000 for the National President and by \$30,000 for our NEVP following a motion at the Finance Committee to affect retroactively their salary to have a better comparison between the components elected officials following a study done by PSAC on the salary of the executives. This increase will also cancel the overtime premium of \$20,000 that was approved in the fall of 2018 by the NE which is currently included in CEIU Regulation 6.

The salary calculation for 2021 has been established by using the following pay table for the elected officials:

Elected officials	2020	2021	2022	2023
President	\$119,829	\$156,626	\$158,976	\$161,360
NEVP	\$108,819	\$140,451	\$142,558	\$144,696

Benefits

Benefits for the CEIU staff and officers represent a considerable annual cost. In the last budget, benefits were calculated at an average of 42 % for the three years. We have been able to maintain the budgeted amount for this exercise to the same average of 42 % for the upcoming 2 years. Which is excellent considering that the group benefit plan increased on average by 2% and is representing 25% of the total benefits.

The largest single benefit cost is the employer share of the PSAC Pension Plan. Employer pension contributions represent about 30% of the total CEIU benefit costs. Currently, contributions are determined in accordance with the January 2020 actuarial valuation. As of January 2020, the employer and the employee contributions to the Plan for normal service were maintained at 50 % each. The current contribution of the employees and the employer is 12.545 % of pensionable pay as of January 1, 2020. In compliance with the Ontario new legislation, the employer contributed an additional 0.64% as a provision for adverse deviation.

The next actuarial valuation of the PSAC pension plan is legally required for January 2023; The expectation is that if any adjustment to the employer contribution is required, the adjustment will have a minimal impact on the calculation and will be covered by other items within the budget.

The other major contributor to the benefits costs is extended Health Benefits, which includes health, dental, vision and life benefits. Considering the actual increases from prior years, we have projected in our calculation an annual inflation rate of 2 % for this portion of the benefits calculation.

Also, included in the benefits costs are the employer's share of the statutory deductions such as EI and CPP.

The total benefits cost is included within the overall salary envelope budget.

SECTION C

2021-2023 BUDGET

MEMBERS' EXPENSES

MEMBERS' EXPENSES

	2017 Revised Budget	2017 Actual	2018 Revised Budget	2018 Actual	2019 Revised Budget	2019 Actual	2020 Revised Budget	2020 Actual	2021 Budget	2022 Budget	2023 Budget
Internal Governance (National Executive)	497,000	467,726	476,500	424,842	612,500	618,418	612,500	268,919	964,000	1,234,000	1,234,000
National Committees Meetings	70,000	90,556	100,500	100,162	92,500	86,528	132,000	33,438	157,000	157,000	157,000
National Conferences	80,600	228,861	127,000	69,781	125,000	213,286	151,000	23,695	226,000	176,000	176,000
President Regional Conferences	200,000	200,000	200,000	200,000	200,000	200,000	200,000	200,000	400,000	400,000	400,000
Triennial Convention	316,000	911,740	340,000	130	340,000	1,668	340,000	59,087	500,000	500,000	500,000
Training	221,000	221,000	221,000	221,000	321,000	321,000	281,000	321,000	500,000	450,000	450,000
Organisation & Support	67,200	67,200	71,400	74,285	71,400	83,876	71,400	111,672	100,800	100,800	100,800
Transfer to Locals	-	14,165	13,000	12,449	19,000	20,678	-	8,241			
Special Needs	40,000	736	10,000	538	10,000	14,675	20,000	335	20,000	80,000	80,000
Family Care	10,000	5,263	10,000	1,650	5,000	2,514	10,000	-	10,000	10,000	10,000
Scholarship	-	62,000	-	30,000	-	30,000	-	30,000	30,000	30,000	30,000
Employer share of Benefits for LOS	10,000	-	-	-	-	-	10,000	-	-	-	-
Total	1,511,800	2,269,247	1,569,400	1,134,837	1,796,400	1,592,643	1,827,900	1,056,387	2,907,800	3,137,800	3,137,800

Internal Governance

INTERNAL GOVERNANCE											
	2017	2017	2018	2018	2019	2019	2020	2020	2021	2022	2023
	Revised	Actual	Revised	Actual	Revised	Actual	Budget	Actual	Budget	Budget	Budget
	Budget		Budget		Budget						
NE Meetings	220,500	236,397	200,000	217,284	236,000	307,131	236,000	136,699	500,000	500,000	500,000
NE Expenses	276,500	231,329	276,500	207,558	376,500	311,287	376,500	132,220	464,000	734,000	734,000
Total	497,000	467,726	476,500	424,842	612,500	618,418	612,500	268,919	964,000	1,234,000	1,234,000

The internal governance line includes the expenses incurred by the members of the National Executive and their alternates for purposes such as travel, accommodations, leave without pay, supplies and communication, while performing the duties from their respective portfolios. This line item also includes the cost associated with the bi-annual National Executive meetings and all related subcommittees. You will find the breakdown of the NE expenses in schedule A.

National Committees Meetings

NATIONAL COMMITTEES MEETINGS											
	2017	2017	2018	2018	2019	2019	2020	2020	2021	2022	2023
	Revised	Actual	Revised	Actual	Revised	Actual	Revised	Actual	Budget	Budget	Budget
	Budget		Budget		Budget		Budget				
IRCC (7, 1 mtg)	12,000	15,121	17,500	18,166	17,500	14,076	21,000	5,802	25,000	25,000	25,000
Human Rights Race Relations Activities (HRRR) (10, 2 mtg)	34,000	38,822	38,000	38,046	28,000	24,735	53,000	10,042	63,000	63,000	63,000
Call Centre (5, 2 mtg)	24,000	36,613	28,000	28,727	28,000	29,001	35,000	12,009	42,000	42,000	42,000
National Young Workers (8, 1 mtg)	-	-	17,000	15,223	19,000	18,716	23,000	5,585	27,000	27,000	27,000
Total	70,000	90,556	100,500	100,162	92,500	86,528	132,000	33,438	157,000	157,000	157,000

This line is used to present the allocation for the National committees' meetings as per the By-Laws and the Resolutions of Record (ROR). The National committee meetings are the HRRR Committee per By-Law 15.3 who meets twice a year and the IRCC that meet once per year. We also have the Call Centre Committee that meets twice per year and the Young Workers Committee that meet once per year.

National Conferences

NATIONAL CONFERENCES											
	2017 Revised Budget	2017 Actual	2018 Revised Budget	2018 Actual	2019 Revised Budget	2019 Actual	2020 Budget	2020 Actual	2021 Budget	2022 Budget	2023 Budget
Immigration Refuge Board (IRB) (10, 1 mtg)	23,000	21,937	25,000	25,369	23,000	12,166	25,000	8,310	32,000	32,000	32,000
Women Activities (\$0.30 /m/m)	57,600	206,924	61,200	44,412	61,200	42,635	75,600	15,385	136,400	86,400	86,400
HRRR (\$0.20 /m/m) (50, 1 mtg / 3 years)	-	-	40,800	-	40,800	158,485	50,400	-	57,600	57,600	57,600
Total	80,600	228,861	127,000	69,781	125,000	213,286	151,000	23,695	226,000	176,000	176,000

This line is used to present the allocation for the National Conferences that occurs yearly for the IRB as per the Resolution of Record 99/B-11 and 02/B-13 and once per budget period for the HRRR and Women’s conference. The budget amounts for the HRRR conference is calculated following the Resolution of Record 93/B-10A at a rate of \$0.20 /m/m and the women’s committees, women’s conferences, meetings and/or seminars is calculated following the Resolution of Record 87/B-11 and 17/A-72 at a rate of \$0.30 /m/m.

President Regional Conference

2017 Revised Budget	2017 Actual	2018 Revised Budget	2018 Actual	2019 Revised Budget	2019 Actual	2020 Revised Budget	2020 Actual	2021 Budget	2022 Budget	2023 Budget
200,000	200,000	200,000	200,000	200,000	200,000	200,000	200,000	400,000	400,000	400,000

This line item covers the subsidy provided to the regions for them to hold annual regional conferences, sometimes referred to as the President’s Conference. This amount will be allocated based on membership in each region established at the beginning of each calendar year. You will find an example of the Regional breakdown of the budget allocation for the President Conference in schedule B, that will be adjusted with the yearly membership data.

Triennial Convention

2017 Revised Budget	2017 Actual	2018 Revised Budget	2018 Actual	2019 Revised Budget	2019 Actual	2020 Revised Budget	2020 Actual	2021 Budget	2022 Budget	2023 Budget
316,000	911,740	340,000	130	340,000	1,668	340,000	59,087	500,000	500,000	500,000

This line item is a provisional account which is set up to distribute over the three years of the budget cycle the cost of the triennial convention. This line covers all costs related to the convention, which includes the National Election training, the elections for all regional NVP's, the National portfolio NVP's and their alternates as well as delegates to the convention, the three convention committees who meet prior to convention, the host committee meetings, all stationery, supplies, rental of equipment, boardrooms, materials, and the costs associated with the attendance of delegates and staff at convention.

Training

2017	2017	2018	2018	2019	2019	2020	2020	2021	2022	2023
Revised	Actual	Revised	Actual	Revised	Actual	Revised	Actual	Budget	Budget	Budget
Budget		Budget		Budget		Budget				
221,000	221,000	221,000	221,000	321,000	321,000	281,000	321,000	500,000	450,000	450,000

Considering the importance of training for our members, we have been able to establish a yearly budget of \$450,000 which is more than doubling the allocated budget from the previous cycle. There is 25% of this budget that is allocated to women’s training as per the Resolution of Record 87/B-13.

Organization & Support

2017 Revised Budget	2017 Actual	2018 Revised Budget	2018 Actual	2019 Revised Budget	2019 Actual	2020 Revised Budget	2020 Actual	2021 Budget	2022 Budget	2023 Budget
67,200	67,200	71,400	74,285	71,400	83,876	71,400	111,672	100,800	100,800	100,800

The budget amounts for this line item are calculated following the Resolution of Record 87/B-22A at a rate of \$0.35 /m/m. These funds are being used to support direct actions by Locals and for campaigns on current issues affecting the membership. This line includes the funding for the 50% contribution to the Canadian Labour Council and the amount to cover the registration fee for the PSAC conferences.

Special Needs

2017 Revised Budget	2017 Actual	2018 Revised Budget	2018 Actual	2019 Revised Budget	2019 Actual	2020 Revised Budget	2020 Actual	2021 Budget	2022 Budget	2023 Budget
40,000	736	10,000	538	10,000	14,675	20,000	335	20,000	80,000	80,000

This line item includes funds to be used to pay for the costs associated with accommodating the needs of persons with disabilities in order to help them participate in national union activities. The Special Needs budget adjustment is done to reflect more adequately the actual use in the past years.

Family Care

10,000	5,263	10,000	1,650	5,000	2,514	10,000	-	10,000	10,000	10,000
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The budget for this item is remaining the same as presented in the previous budget exercise and is presented at \$10,000 per year. By establishing a separate line to follow the cost of family care will facilitate the analysis of these expenses and will present the information clearly to our members.

SECTION D

2021-2023 BUDGET

OPERATING EXPENSES

OPERATING EXPENSES

	2017 Revised Budget	2017 Actual	2018 Revised Budget	2018 Actual	2019 Revised Budget	2019 Actual	2020 Revised Budget	2020 Actual	2021 Budget	2022 Budget	2023 Budget
Other Operating Expenses											
Communication	76,400	61,309	62,350	69,314	56,900	61,397	92,100	71,177	83,300	83,300	83,300
General	184,400	179,397	131,850	145,492	119,300	146,196	202,900	183,829	181,700	203,500	203,500
Travel	200,000	240,573	134,775	157,505	110,000	128,286	173,500	51,940	173,500	173,500	173,500
Sundry	253,000	259,793	267,650	263,312	289,700	204,615	304,000	315,202	334,000	321,000	321,000
Meetings	42,800	45,027	39,500	19,306	42,500	56,315	78,000	69,504	78,000	78,000	78,000
Funding from Provisional accounts	(140,000)	(140,000)	-	-	-	-	-	-	-	-	-
Total	616,600	646,099	636,125	654,929	618,400	596,809	850,500	691,652	850,500	859,300	859,300
Rent	450,000	470,103	481,000	480,446	496,000	495,887	491,000	498,779	399,000	401,000	405,000
Amortization of Capital Assets	80,000	73,832	96,800	86,319	101,800	99,944	100,000	96,620	100,000	100,000	100,000
Trusteeship Charges	-	58,293	-	-	-	-	-	-	-	-	-
Inflation	-	-	-	-	-	-	-	-	-	74,000	148,000

Introduction

The objective of this section is to provide a global picture of operating expenses, Rent and Amortization of Capital Assets which follows the CEIU's commitment to produce an open, transparent, and easy-to-understand Budget. All Operating Expenditures, including Rent, Salaries and Benefits, and Other Operating Expenses have been identified in this Budget.

This Budget document provides general information on the CEIU's Operating Expenditures.

This budget will see a decrease of 20% in the amount of rent when compared to 2020 budgeted amount. This variance is due to savings related to the relocation of the Ontario regional union office from Toronto to Ottawa. As a percentage of total expenditures, rent decreased from 7% to 4%. This saving is being transferred directly to membership expenses and will benefit each member.

OTHER OPERATING EXPENSES

	2017	2017	2018	2018	2019	2019	2020	2020	2021	2022	2023
	Revised	Actual	Revised	Actual	Revised	Actual	Revised	Actual	Actual	Budget	Budget
	Budget		Budget		Budget						
Communication	76,400	61,309	62,350	69,314	56,900	61,397	92,100	71,177	83,300	83,300	83,300
General	184,400	179,397	131,850	145,492	119,300	146,196	202,900	183,829	181,700	203,500	203,500
Travel	200,000	240,573	134,775	157,505	110,000	128,286	173,500	51,940	173,500	173,500	173,500
Sundry	253,000	259,793	267,650	263,312	289,700	204,615	304,000	315,202	334,000	321,000	321,000
Meetings	42,800	45,027	39,500	19,306	42,500	56,315	78,000	69,504	78,000	78,000	78,000
Funding - Provisional account	(140,000)	(140,000)	-	-	-	-	-	-	-	-	-
Total	616,600	646,099	636,125	654,929	618,400	596,809	850,500	691,652	850,500	859,300	859,300

In addition to the cost of rent, and the Salary and Benefits costs, this budget includes five categories of Other Operating Expenses, namely: Communication, General, Travel, Sundry, and Meetings. These fund the operations of every office of the CEIU.

Under this Budget, the CEIU proposes to spend \$850,500 in 2021 and \$859,300 in 2022-2023 on Other Operating Expenses, which is an increase from the \$616,500 in the previous Budget. The increase will be detailed in the following pages.

COMMUNICATION

	2017	2017	2018	2018	2019	2019	2020	2020	2021	2022	2023
	Revised	Actual	Revised	Actual	Revised	Actual	Revised	Actual	Budget	Budget	Budget
	Budget		Budget		Budget		Budget				
Telephone Monthly charge	36,400	31,557	32,200	30,867	23,600	23,481	31,000	24,812	25,800	25,800	25,800
Internet	17,000	10,389	14,800	19,164	13,800	15,371	36,100	18,510	32,500	32,500	32,500
Cellular Phone	18,000	15,299	13,300	17,135	16,900	19,856	22,000	23,816	22,000	22,000	22,000
Conference call	5,000	4,064	2,050	2,148	2,600	2,689	3,000	4,039	3,000	3,000	3,000
Total	76,400	61,309	62,350	69,314	56,900	61,397	92,100	71,177	83,300	83,300	83,300

To facilitate the presentation of the communication cost for the organization, we have broken down by type of expenditures, which are the telephone monthly charge, the internet cost and subsidy to the locals, the cellular phone adjusted to the new Cellular Phone Policy and the conference call amount excluding the translation as this is part of a different line item in the meeting section of this document.

GENERAL

	2017	2017	2018	2018	2019	2019	2020	2020	2021	2022	2023
	Revised	Actual	Revised	Actual	Revised	Actual	Revised	Actual	Budget	Budget	Budget
	Budget		Budget		Budget		Budget				
Furniture and Equipment	10,000	5,899	12,000	9,165	4,000	3,513	10,000	1,556	10,000	10,000	10,000
Computer Equipment	30,000	18,115	18,000	19,870	13,100	14,259	20,000	17,601	20,000	20,000	20,000
Repairs and Maintenance	29,000	29,990	23,500	36,676	18,000	18,834	23,500	19,162	23,500	23,500	23,500
Rental Photocopier	22,200	19,236	13,900	13,771	8,900	8,839	8,900	8,305	3,200	-	-
Office Supplies	25,500	24,808	20,400	20,901	22,300	26,609	31,000	21,361	26,000	26,000	26,000
Printing & Stationery	10,000	5,806	1,200	808	5,000	4,056	10,000	8,594	5,000	10,000	10,000
Software	15,000	17,996	16,450	17,949	15,200	17,948	20,000	19,136	20,000	40,000	40,000
Publication and Subscription	1,000	1,821	3,000	2,691	5,000	14,780	30,000	24,759	30,000	30,000	30,000
Translation of Documents	16,000	28,253	15,600	15,304	20,000	26,305	30,000	54,607	30,000	30,000	30,000
Postage and Express	25,700	27,473	7,800	8,357	7,800	11,053	19,500	8,748	14,000	14,000	14,000
Total	184,400	179,397	131,850	145,492	119,300	146,196	202,900	183,829	181,700	203,500	203,500

Furniture and Equipment

2017	2017	2018	2018	2019	2019	2020	2020	2021	2022	2023
Revised	Actual	Revised	Actual	Revised	Actual	Revised	Actual	Budget	Budget	Budget
Budget		Budget		Budget		Budget				
10,000	5,899	12,000	9,165	4,000	3,513	10,000	1,556	10,000	10,000	10,000

This line is used to record all the minor equipment purchases which are, by definition, valued at less than \$500. The capital purchases are being depreciated and presented in the Amortization of Capital assets information line in the Financial Statements.

Computer Equipment

30,000	18,115	18,000	19,870	13,100	14,259	20,000	17,601	20,000	20,000	20,000
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Following the process of the furniture and equipment line, this budget is used to make sure the organization can maintain the service to our members by using the proper technology that is not outdated. This line is to support the purchase of the accessories with a cost of less than \$500 as per our capitalization policy. We are making sure that our inventory of computer equipment is being replaced at least every three to four years.

Draft 2021-2023 CEIU Budget

Repair and Maintenance

2017	2017	2018	2018	2019	2019	2020	2020	2021	2022	2023
Revised	Actual	Revised	Actual	Revised	Actual	Revised	Actual	Budget	Budget	Budget
Budget		Budget		Budget		Budget				
29,000	29,990	23,500	36,676	18,000	18,834	23,500	19,162	23,500	23,500	23,500

This line represents the cost for the maintenance contract of the various photocopier being used throughout the offices. These contracts are being calculated based on a cost per copy and includes not only the maintenance but also the cost of the supplies. In addition to the maintenance contract, there is a small portion in the budget to record the additional cost from the various office space rental agreement.

Rental of Photocopier

In the previous budget, the photocopiers used to be leased for a five-year period and we have converted them at the maturity of the leases to the Amortization of Capital assets as we are now purchasing the photocopiers. Only two photocopiers remain on the rental list in 2021 and they will also be converted at their maturity.

Office Supplies

2017	2017	2018	2018	2019	2019	2020	2020	2021	2022	2023
Revised	Actual	Revised	Actual	Revised	Actual	Revised	Actual	Budget	Budget	Budget
Budget		Budget		Budget		Budget				
25,500	24,808	20,400	20,901	22,300	26,609	31,000	21,361	26,000	26,000	26,000

The amount of the current budget reflects the current activity of the past 3 years and is established at \$26,000 per year for the current budget cycle.

Printing and Stationery

10,000	5,806	1,200	808	5,000	4,056	10,000	8,594	5,000	10,000	10,000
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This line includes the cost of letterheads, envelopes, business cards and printing of newsletters and other documents.

Software

2017	2017	2018	2018	2019	2019	2020	2020	2021	2022	2023
Revised	Actual	Revised	Actual	Revised	Actual	Revised	Actual	Budget	Budget	Budget
Budget		Budget		Budget		Budget				
15,000	17,996	16,450	17,949	15,200	17,948	20,000	19,136	20,000	40,000	40,000

This line includes the cost of the maintenance software for the computer server that is being used by the National and Regional offices and the other operational software used by the organization.

Publication and Subscription

1,000	1,821	3,000	2,691	5,000	14,780	30,000	24,759	30,000	30,000	30,000
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This line includes the monthly cost for the legal tool being used by the NUR to provide the support to our members during the various grievances. We also include an additional amount for various publications and subscription to support our staff in the provision of services to our members.

Translation of Documents

2017	2017	2018	2018	2019	2019	2020	2020	2021	2022	2023
Revised	Actual	Revised	Actual	Revised	Actual	Revised	Actual	Budget	Budget	Budget
Budget		Budget		Budget		Budget				
16,000	28,253	15,600	15,304	20,000	26,305	30,000	54,607	30,000	30,000	30,000

This line is used to record the cost of translation for documents that are not being charged to other specific activities.

Postage and Express

25,700	27,473	7,800	8,357	7,800	11,053	19,500	8,748	14,000	14,000	14,000
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This line reflects the activities of the past three years and represents a reduction from the previous budget cycle as we are now using more electronic tools to communicate with our members.

TRAVEL

	2017	2017	2018	2018	2019	2019	2020	2020	2021	2022	2023
	Revised	Actual	Revised	Actual	Revised	Actual	Revised	Actual	Budget	Budget	Budget
	Budget		Budget		Budget		Budget				
Transportation	92,000	100,593	57,225	63,139	50,000	54,630	74,000	23,642	74,000	74,000	74,000
Accommodation	53,000	73,296	40,950	52,248	30,000	40,141	53,000	12,417	53,000	53,000	53,000
Meal Allowance	54,000	65,235	36,000	41,529	30,000	33,469	43,500	15,881	43,500	43,500	43,500
Conference Registration	-	-	600	589	-	-	3,000	-	3,000	3,000	3,000
Misc. Travel Expenses	1,000	1,449	-	-	-	46	-	-	-	-	-
Total	200,000	240,573	134,775	157,505	110,000	128,286	173,500	51,940	173,500	173,500	173,500

We have broken down these costs and allocated the budget accordingly between each category to better reflect the reality of the activity of our staff when providing the support to our members. We have increased this line to accommodate the expected increase travelling for the Ontario region following the relocation of the staff to Ottawa.

SUNDRY

	2017	2017	2018	2018	2019	2019	2020	2020	2021	2022	2023
	Revised	Actual	Revised	Actual	Revised	Actual	Revised	Actual	Budget	Budget	Budget
	Budget		Budget		Budget		Budget				
Membership Fees	2,000	1,706	1,500	1,212	1,500	1,281	2,000	1,281	2,000	2,000	2,000
Professional Fees	60,000	72,663	48,500	58,605	50,500	56,153	60,000	38,009	60,000	60,000	60,000
Legal Fees	90,000	86,657	90,000	83,490	120,000	40,986	100,000	43,952	100,000	100,000	100,000
Staffing Processes	6,000	27,263	15,500	17,456	10,000	14,882	20,000	4,107	20,000	20,000	20,000
Insurance & Bonding	20,000	10,704	20,000	19,247	25,000	20,386	30,000	25,267	30,000	30,000	30,000
Employee Special Consideration	1,000	2,353	1,000	1,888	1,500	1,666	2,000	197	2,000	4,000	4,000
Advertising & Donations	21,000	5,339	7,000	5,744	7,000	7,981	20,000	122,761	20,000	20,000	20,000
Staff Negotiation	-	3,255	40,000	34,421	30,000	17,887	20,000	19,949	50,000	-	-
Bank Service Charges	8,000	8,400	8,600	8,830	9,000	9,469	10,000	8,272	10,000	10,000	10,000
Bank Charges - Investments	43,000	38,588	35,000	31,912	35,000	33,731	40,000	51,387	40,000	75,000	75,000
Other Sundry Expenses	2,000	2,865	550	507	200	193	-	20	-	-	-
Total	253,000	259,793	267,650	263,312	289,700	204,615	304,000	315,202	334,000	321,000	321,000

Membership Fees

2017	2017	2018	2018	2019	2019	2020	2020	2021	2022	2023
Revised	Actual	Revised	Actual	Revised	Actual	Revised	Actual	Budget	Budget	Budget
Budget		Budget		Budget		Budget				
2,000	1,706	1,500	1,212	1,500	1,281	2,000	1,281	2,000	2,000	2,000

The membership fees are the professional dues required to maintain some of our staff in good standing with their professional association.

Professional Fees

60,000	72,663	48,500	58,605	50,500	56,153	60,000	38,009	60,000	60,000	60,000
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The professional fees are used to cover the annual financial audit costs and other professional consultants that we use from time to time to provide the services to our members.

Legal Fees

2017	2017	2018	2018	2019	2019	2020	2020	2021	2022	2023
Revised	Actual	Revised	Actual	Revised	Actual	Revised	Actual	Budget	Budget	Budget
Budget		Budget		Budget		Budget				
90,000	86,657	90,000	83,490	120,000	40,986	100,000	43,952	100,000	100,000	100,000

The legal fees are difficult to evaluate as they are driven by various sources like general legal matters, staff grievances and unfair labour practices. We have however established that there is a requirement to make sure enough funds are available if the situation arises to make sure we are well represented.

Staffing Processes

6,000	27,263	15,500	17,456	10,000	14,882	20,000	4,107	20,000	20,000	20,000
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In previous exercise this item was not budgeted as it was hard to evaluate the expected amount required for the yearly staffing exercise. We have used the average of the cost for 2017 to 2019 to establish the budget amount for this budget cycle at \$20,000 per year.

Insurance and Bonding

2017	2017	2018	2018	2019	2019	2020	2020	2021	2022	2023
Revised	Actual	Revised	Actual	Revised	Actual	Revised	Actual	Budget	Budget	Budget
Budget		Budget		Budget		Budget				
20,000	10,704	20,000	19,247	25,000	20,386	30,000	25,267	30,000	30,000	30,000

This line is used to protect our assets and make sure we are covered adequately against unforeseen circumstances.

Employee Special Consideration

1,000	2,353	1,000	1,888	1,500	1,666	2,000	197	2,000	4,000	4,000
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This line is being used to cover the cost related to staff appreciation activities.

Advertising and Donations

2017	2017	2018	2018	2019	2019	2020	2020	2021	2022	2023
Revised	Actual	Revised	Actual	Revised	Actual	Revised	Actual	Budget	Budget	Budget
Budget		Budget		Budget		Budget				
21,000	5,339	7,000	5,744	7,000	7,981	20,000	122,761	20,000	20,000	20,000

The advertising and donation line include annual donation to non-profit organizations and food banks and advertising in local, regional and national annual publications.

Staff Negotiation

In previous budget exercise, this item was not evaluated. There is no allocation for 2022-2023 as the negotiations were done in 2021.

Bank Service and Investments Charges

	2017	2017	2018	2018	2019	2019	2020	2020	2021	2022	2023
	Revised	Actual	Revised	Actual	Revised	Actual	Revised	Actual	Budget	Budget	Budget
	Budget		Budget		Budget		Budget				
Bank Service Charges	8,000	8,400	8,600	8,830	9,000	9,469	10,000	8,272	10,000	10,000	10,000
Bank Charges - Investments	43,000	38,588	35,000	31,912	35,000	33,731	40,000	51,387	40,000	75,000	75,000

The bank service charges relate to the day-to-day activities in our banking processes and the investment charges are established as a percentage of the investment portfolio per the investment agreement we have in place with our banker.

MEETINGS

	2017	2017	2018	2018	2019	2019	2020	2020	2021	2022	2023
	Revised	Actual	Revised	Actual	Revised	Actual	Revised	Actual	Budget	Budget	Budget
	Budget		Budget		Budget		Budget				
Translation Equipment	2,300	4,390	2,000	1,141	2,000	-	10,000	7,569	10,000	10,000	10,000
Interpreters	3,000	8,238	10,000	932	10,000	2,965	10,000	5,396	10,000	10,000	10,000
Ad Hoc Committees	30,000	26,539	20,000	17,233	23,000	52,162	50,500	33,784	50,500	50,500	50,500
Equity Groups	7,500	5,860	7,500	-	7,500	1,188	7,500	22,755	7,500	7,500	7,500
Total	42,800	45,027	39,500	19,306	42,500	56,315	78,000	69,504	78,000	78,000	78,000

The first two categories of this section are self-explanatory. More specifically, the interpreters' line is related to New Brunswick President's meeting and special conferences as per Resolution of Record 02/B-12. The Ad Hoc Committees budget items have been increased as the National Executive wishes to address more issues specific to the member's battles with the employer.

The Equity group's line is established to provide \$1,500 per equity group to promote awareness. The Equity groups composed of the First Nation/Métis/Inuit, the members with disabilities, the Racially Visible and the Gays, Lesbians, Bisexuals and Transgendered Persons. This line also includes an allocation of \$1,500 for women's activities around March 8th and December 6th.

RENT

	2017	2017	2018	2018	2019	2019	2020	2020	2021	2022	2023
	Budget	Actual	Budget	Actual	Budget	Actual	Budget	Actual	Budget	Budget	Budget
	Revised		Revised		Revised						
National	185,000	205,005	209,000	208,014	215,000	214,948	210,000	221,683	228,000	229,000	232,000
RUO - NB	23,000	23,316	23,000	23,316	23,000	23,316	23,000	23,316	24,000	24,000	24,000
RUO - Quebec	62,000	61,477	64,000	63,808	66,000	66,174	66,000	67,230	68,000	69,000	70,000
RUO - Ontario	117,000	117,424	121,000	121,141	125,000	124,550	125,000	116,349	-	-	-
RUO - Prairies	18,000	17,967	18,000	17,967	18,000	17,967	18,000	17,967	19,000	19,000	19,000
RUO - BC-Yukon	45,000	44,914	46,000	46,200	49,000	48,932	49,000	52,234	60,000	60,000	60,000
Rent	450,000	470,103	481,000	480,446	496,000	495,887	491,000	498,779	399,000	401,000	405,000

This line item covers the cost of office space rental for the national office located at 275 Slater Street in Ottawa as well as rent paid on behalf of 4 of 6 Regional Offices located in Vancouver, Winnipeg, Montréal and Moncton. Most of the CEIU offices across Canada have signed leases beyond 2021 and some stretch as far as 2026.

Amortization of Capital Assets

This category of expense covers capital assets purchased for use over a long period of time, such as furniture and equipment costing more than \$500, photocopiers, telephone systems and computer equipment over \$500, etc.

It should be noted that current accounting policies require that Capital Assets be recorded at cost and that they be amortized (expensed) on a straight-line basis over three years for computer equipment, and five years for such things as furniture and equipment. As a result, the orderly regular replacement of Capital Assets provides a relatively stable net book value for Capital Assets, and a correspondingly stable amortization of Capital Asset's line in the Budget.

The Capital Asset's part of this Budget is targeted to both replace equipment and maintain the computer equipment infrastructure up to date with the constant evolution of technology. The estimated cost to achieve this objective is evaluated to be \$300,000 for the 2021-2023 Budget Cycle.

2021-2023 BUDGET
SCHEDULES / ANNEXES

NATIONAL EXECUTIVE EXPENSES - 2022 - DÉPENSES DE L'EXÉCUTIF NATIONAL

Based on 3 criteria (locals 20, deductees 40, travel 40)

		%		%		%	A	B	C	D
	# OF LOCAL	OF LOCALS	# of deductees/	DEDUCTEES/	Travel	AVERAGE	ALL.	BASE ALL.		
BASED ON DECEMBER 2020 MEMBERSHIP REPORT										
BASE SUR LE RAPPORT DU SOCIÉTARIAT DE DÉCEMBRE 2020	# DE LOCALES	DE LOCALES	# de cotisants	COTISANTS		MOYENNE	(.7639)	ALL. DE BASE		(B + C)
ONTARIO	44	26.35%	5,576	26.36%	16,482	15.09%	21.85%	74,070	15,000	89,070
QUEBEC - QUÉBEC	30	17.96%	3,759	17.77%	15,593	14.28%	16.41%	55,634	15,000	70,634
BC / YT - C.B. / YN	24	14.37%	2,051	9.70%	16,576	15.18%	12.82%	43,471	7,500	50,971
AB / NWT / NU - ALB / T. N.-O. / NT	10	5.99%	1,950	9.22%	16,433	15.05%	10.90%	36,962	7,500	44,462
MANITOBA - SASKATCHEWAN	20	11.98%	1,299	6.14%	11,901	10.90%	9.21%	31,222	7,500	38,722
NB / PEI - N. B. / Î.-P.-É.	10	5.99%	1,109	5.24%	8,562	7.84%	6.43%	21,799	7,500	29,299
NL / NS - T.-N. L. / N.-É.	22	13.17%	1,474	6.97%	17,037	15.60%	11.66%	39,532	7,500	47,032
NCR / RCN	7	4.19%	3,936	18.61%	6,635	6.07%	10.71%	36,310	7,500	43,810
SUB-TOTAL/SOUS-TOTAL	167	100.00%	21,154	100.00%	109,219	100.00%	100.00%			
IRB/CISR:								12,500	7,500	20,000
IRCC								12,500	7,500	20,000
HRRR - DPRI								12,500	7,500	20,000
WOMEN'S NVP/VPN CONDITION FÉMININE										
EAST - EST								12,500	7,500	20,000
WEST - OUEST								12,500	7,500	20,000
SUB-TOTAL										514,000
NATIONAL EXECUTIVE MEETINGS AND COMMITTEES - RÉUNIONS DE L'EXÉCUTIF NATIONAL ET COMITÉS										500,000
SPECIAL TRAVEL ALLOCATION - ALLOCATION DE VOYAGE ADDITIONNELLE										70,000
NATIONAL PRESIDENT TRAVEL - DÉPLACEMENT DU PRÉSIDENT NATIONAL										90,000
NATIONAL EXECUTIVE VICE-PRESIDENT TRAVEL - DÉPLACEMENT DU VICE-PRESIDENT EXÉCUTIF NATIONAL										60,000
GRAND TOTAL:										1,234,000

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	%		%		AVERAGE / MOYENNE (1) + (2) / 2	ALLOCATION			
	# OF LOCAL	OF LOCALS	# of deductees/ DEDUCTEES/	DEDUCTEES/		FIXED / FIXE	TOTAL		
	# DE LOCALES	DE LOCALES	# de cotisants	COTISANTS			\$	%	
	(1)	(2)							
ONTARIO	44	26.35%	5,576	26.36%	26.35%	102,250	1,500	103,750	25.94%
QUEBEC - QUÉBEC	30	17.96%	3,759	17.77%	17.87%	69,324	1,500	70,824	17.71%
BC / YT - C.B. / YN	24	14.37%	2,051	9.70%	12.03%	46,690	1,500	48,190	12.05%
AB / NWT / NU - ALB / T. N.-O. / NT	10	5.99%	1,950	9.22%	7.60%	29,500	1,500	31,000	7.75%
MANITOBA - SASKATCHEWAN	20	11.98%	1,299	6.14%	9.06%	35,146	1,500	36,646	9.16%
NB / PEI - N. B. / Î.-P.-É.	10	5.99%	1,109	5.24%	5.62%	21,787	1,500	23,287	5.82%
NL / NS - T.-N. L. / N.-É.	22	13.17%	1,474	6.97%	10.07%	39,075	1,500	40,575	10.14%
NCR / RCN	7	4.19%	3,936	18.61%	11.40%	44,228	1,500	45,728	11.43%
TOTAL	167	100.00%	21,154	100.00%	100.00%	388,000	12,000	400,000	100.00%

TOTAL BUDGET TOTAL	\$400,000
FIXED ALLOCATION FIXE	\$12,000
VARIABLE ALLOCATION VARIABLE	<u>\$388,000</u>