

Table I. Proposed Operating Budget 2020-21

	Forecast 2019- 2020	2019-20 Est.	Budget 2020- 2021	<i>notes</i>
Income				
Member Fees	2,902,142	2,902,699	2,963,213	<i>No change to 1.25% dues rate and 2.1% base salary increase</i>
YUFA Faculty Club Levy	37,736	37,259	0	
Article 26.11	40,000	40,000	40,000	<i>to offset Article 26.11</i>
YUFA Trust Foundation	100,000	100,000	100,000	<i>to offset Community Projects</i>
ARFL	500	600	500	
Total Income	3,080,378	3,080,558	3,103,713	
Fees Payable				
OCUFA Fees	270,527	277,739	283,849	
CAUT Fees	263,877	270,922	276,883	
CAUT Defence Fund	101,115	102,152	104,399	
National Union Fund	16,512	16,856	17,227	
Toronto & York Region LC	9,919	9,417	9,624	
Ontario Federation of Labour	11,623	11,865	12,126	
Total Fees Payable	673,573	688,951	704,108	
Gross Income	2,406,805	2,391,607	2,399,605	
Expenses				
Course Releases	361,756	312,196	312,678*	<i>Accrued liabilities of \$132,664 for banked course releases not included as in-year expense. See Table II below.</i>
Revenue Canada		2,521	500	

Total Releases, Stipends		314,717	313,178	
Payroll				
Salaries	753,631	805,363	942,444	<i>CPI at 0%, 1.5 additional employees</i>
Benefits	186,322	204,325	217,176	<i>RRSP, PEA, Tuition, CAUT Group Benefits (COFAS cancelled)</i>
Employer Expenses	35,532	39,038	44,001	<i>CPP, EI, EHT, WSIB</i>
Provision for retirement	17,540	17,610	17,650	
Total Payroll	993,025	1,066,336	1,242,005	
Office Expenses				
General Office Expenses	18,000	17,266	5,000	
Printing, Duplicating & Web	23,200	24,202	14,000	<i>Photocopier lease, printing</i>
Dues & Subscriptions	8,000	6,155	8,000	<i>Intuit Cda, Simply voting, Dropbox, CALM</i>
Office Equipment	9,590	11,501	5,000	<i>Computers</i>
Telephone	6,800	6,468	6,800	
Total Office Expenses	65,590	65,592	38,800	
Professional Services				
Legal	120,000	36,381	60,000	
Arbitration	240,000	352,340	270,000	<i>additional arbitration expenses</i>
Audit & Accounting	32,000	28,279	32,000	
Consulting	67,000	219,203	100,000	<i>additional consulting expenses</i>
Other Professional fees	12,157	15,674	15,000	<i>Legal expenses re: Staff Bargaining etc</i>
Total Professional Services	471,157	651,877	477,000	
Other Expenses				
Travel & Conferences	30,000	24,481	30,000	<i>CAUT, OCUFA conferences</i>
Meetings & Hospitality	35,000	37,228	30,000	<i>may be reduced by social distancing</i>

Retirement Centre Donation	9,738	9,738	9,738	Article 14.06
Faculty Club	35,000	36,307	45,000	YUFA's legal obligation for final liabilities
CAUT Academic Freedom Fund	5,000	5,000	5,000	motion passed at AGM 2015
Solidarity - External	20,000	11,000	20,000	UNBC, MT. Allison, YUGSA
Community Projects	77,000	82,500	77,000	offset by YUFA Foundation
Solidarity - Members	4,500	4,500	4,500	Tennis
Article 26.11	40,000	19,215	40,000	offset by Article 26.11 income
Miscellaneous Expenses	10,000	4,750	5,000	
Office Renovation			50,000	to retrofit for 2 staff offices
Depreciation	9,000	9,000	9,000	
strike expenses	0	0		
Promotional Items	10,000	0	5,000	
Total Other Expenses	285,238	243,720	330,238	
Total Expenses	2,176,766	2,342,242	2,401,221	
Operating Excess	230,039	49,365	19,118	See note on course releases above – accrued liabilities not recorded as in-year expense.
Other Revenue				
Bank Interest & investment income	3,150	2,290	2,000	
Total Other Revenue	3,150	2,290	2,000	
Bank Charges		48	24	
Total other expenses		48	24	

Net other Income		2,242	1,976	
Net Income	233,189	51,608	21,094	
carried forward				
By-Law 5 Transfer		-51,608	-21,094	
Balance		0	0	

*

Table II. Course Releases

<i>Position</i>	<i>Granted re fiscal 17-18</i>	<i>Granted re fiscal 18-19</i>	<i>Granted re fiscal 19-20</i>	<i>Granted re fiscal 20-21</i>
Executive Officers				
President-	2.5	2.5	2.5	1.5
V P Internal -	1.5	1.5	1.5	1.5
V P External -	1.5	1.5	1.5	1.5
Chief Steward -	2.5	2.5	2.5	2.5
Chief Steward -	2.5	2.5	2.5	2.5
Comm. Officer -	2.0	1.5	1.5	1.5
Equity Officer-	1.0	1.0	1.0	1.0
Equity Officer	1.0	1.0	1.0	1.0
Recording Secretary - vacant	1.0	1.0	1.0	1.0
Treasurer -	1.0	1.0	1.0	1.0
Past President -	0.0	0.5	0.5	0.5
Stewards Council Rep-	0.5	0.5	0.5	0.5
Stewards Council Rep -	0.5	0.5	0.5	0.5
JCOAA / LRP Co-Chairs	1.5	1.5	1.5	2.0
Community Projects				
member	0.5	0.5	0.5	0.5
member	0.5	0.5	0.5	0.5
Caucus Reps.				
Race Equity -	0.5	0.5	0.5	0.5

Race Equity - Glendon	0.0	0.0	0.0	0.5
Disability Caucus - vacant	0.5	0.5	0.5	0.5
Aboriginal Caucus -	0.5	0.5	0.5	0.5
Queer Caucus -vacant	0.5	0.5	0.5	0.5
AUPC				
member -	0.0	0.0	0.5	0.5
Bargaining Team				
Chief Negotiator	0	1.5	0	1.0
Chief Negotiator	0	1.0	0	
member	0	1	0	0.5
member	0	1	0	0.5
member	0	0.5	0	0.5
member	0	1.25	0	0.5
member	0	0.5	0	0.5
Side table bargaining – total all members	0	1.5	0	0.0
Total Accrued	22.0	30.3	22.5	26.0
	Total Used/Taken 20-21			19.5
	Total paid by employer 20-21			7.0
	Total paid by YUFA in 20-21			12.5
	Total expense in 20-21 budget			\$312,678
	New accrued liability (5.5 banked)			\$132,664