

Attachment 3a

Table I

Proposed Operations Budget 2019-20	Budget 2018-19	2018-19 Estimated up to April 30, 2019	Budget 2019-2020	Notes
Income				
Member Fees	2,650,977	2,694,009	2,769,849	Dues rate is 1.25% of base salary
YUFA Faculty Club Levy	30,000	32,380		35,000 to offset Faculty Club expenses
Article 26.11	30,000	40,000		40,000 to offset Article 26.11 expenses
YUFA Trust Foundation	100,000	70,000		100,000 to offset Community Projects
ARFL	1,000	530		500
York University	11,000	12,000		0 to offset C.A printing
Total Income	2,822,977	2,848,919	2,945,349	
Fees Payable				
OCUFA Fees	260,779	257,561	262,712	2% anticipated increase
CAUT Fees	263,140	257,365	262,512	2% anticipated increase
CAUT Defence Fund	105,559	99,132	101,115	2% anticipated increase
National Union Fund	16,733	16,189	16,512	2% anticipated increase
Toronto & York Region LC	8,894	9,044	9,225	2% anticipated increase
Ontario Federation of Labour	12,000	11,395	11,623	2% anticipated increase
Total Fees Payable	667,105	650,685	663,699	
Gross Income	2,155,872	2,198,233	2,281,650	
Expenses				
Course Releases	431,193	432,855	361,756	Budget calculation for 15.5 FCEs @ \$22,911.75.
Payroll				
Salaries	739,268	740,164	757,927	Estimating cpi @ 2.4%
Benefits	207,959	184,771	189,206	RRSP, Group Benefits, PEA, COFAS, tuition
Employer Expenses	35,442	36,075	36,941	EI, CPP, WSIB, EHT
Provision for retirement	15,225	17,129	17,540	retirees' benefits Article 21.05 of CUPE 1281 CA
Total Payroll	997,894	978,139	1,001,614	
Office Expenses				
General Office Expenses	15,000	18,966	18,000	Campaign gears \$10k
Printing, Duplicating & Web	30,000	38,331	20,000	photocopier lease, printing of the new CA
Dues & Subscriptions	14,000	7,986	8,000	calm dues, s- monkey, dropbox, qkbooks, e-vote, Media Release
Office Equipment	4,000	4,819	12,000	to purchase new computers
Telephone	7,500	7,172	7,800	
Total Office Expenses	70,500	77,274	65,800	

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Professional Services			
Legal	146,600	114,121	120,000
Arbitration	150,000	232,410	220,256 additional arbitration expenses
Audit & Accounting	32,000	30,557	32,000
Consulting	50,000	63,753	67,000 consulting re: YUPG
Total Professional Services	378,600	440,842	439,256
Other Expenses			
Travel & Conferences	25,000	16,106	30,000 additional conferences are anticipated, CAUT, OCUFA, OFL conferences
Meetings & Hospitality	42,000	43,291	35,000 additional meetings for bargaining 18-19, caucuses social and dinners
Retirement Centre Donation	9,738	9,738	9,738 Article 14.06
Faculty Club	30,000	26,018	35,000 additional support to et al of \$25k and 2yr loan rep of \$70k
CAUT Academic Freedom Fund	5,000	5,000	5,000 motion passed to pay annually
Solidarity - External	20,000	1,500	20,000 strike donation
Community Projects	100,000	48,000	77,000 offset by CP income
Solidarity - Members	4,500	4,500	4,700 Tennis
Article 26.11	30,000	40,000	40,000 offset by Article 26.11 income (Transgender Fund)
Miscellaneous Expenses	10,000	10,799	10,000 videographer, posters, memorials and other donations
Depreciation	0	10,650	9,000 depreciation of furniture, photocopier and computers
strike expenses	0	50,936	0 strike expenses for May - July 18
Promotional Items	0	0	10,000
Total Other Expenses	276,238	266,539	285,438
Total Expenses	2,154,425	2,195,648	2,153,864
Operating Excess	1,447	2,585	127,787
Total Other Revenue			
Interest and charges	51,400	3,081	3,150
Net Operating Fund Income	52,847	5,665	130,937
Fund Deficiencies			
2018-19 estimated net Operating Fund income (reduction)			-5,665
Operating Fund deficiency - Table II			138,460
Defence Fund deficiency - Table II			838,000
Total past deficiency			970,795
Budgeted surplus (deficiency) at end of 2019-20			-839,858

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Table II

Proposed Funds Budget 2019-20	Actual 2017-18	Estimated 2018-19	Budget 2019-20
Unreserved portion of Operating Fund (covered by separate operations budget)			
Opening balance May 1	149,312	670,290	675,955
Transferred during the year from LTD refund	418,017		
Operations, investment and other	102,961	5,665	130,937
Closing balance April 30	670,290	675,955	806,892
Reserved portion of Operating Fund re LTD rebate			
Opening balance May 1			
Transferred during the year from LTD refund	1,603,390	1,608,430	1,336,504
Apportioned investment income	5,040	27,343	26,730
Premium adjustments disbursement		(299,269)	
Legal fees for pension plan revisions			(100,000)
Closing balance April 30	1,608,430	1,336,504	1,263,234
Defence Fund			
Balance May 1	1,362,917	2,508,334	2,550,976
Transferred during the year from LTD refund	1,122,373		
Apportioned investment income	23,044	42,642	51,020
Balance April 30	2,508,334	2,550,976	2,601,995
Arbitration Fund			
Balance May 1	170,220	170,220	142,915
Apportioned investment income	2,437	2,894	2,858
Arbitration Expense		(30,199)	
Balance April 30	172,657	142,915	145,773
Fund deficiencies (see below - no change assumed)	1,081,763	1,081,763	1,081,763
Total of balances of all funds	4,959,711	4,706,350	4,817,895
Mandated fund levels	6,041,474	5,788,113	5,899,658

Note 1

Fund deficiencies (see notes below)

Operating Fund	138,460
Arbitration Fund	(6,697)
Defence Fund	950,000
	<u>1,081,763</u>

Note 2

In fiscal 2017, YUFA became the custodian \$3,206,780 representing the refund of Long Term Disability premiums paid by members of YUFA over the past number of years. In fiscal 2018, the General Membership approved the funds to be used as follows: 50% to provide retroactive indexing of those who have been most affected, 35% to be allocated to the YUFA Defence Fund and 15% to be allocated to the YUFA Operating Fund.

Note 3

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The Operating Fund target is 37.5% of the average three year operating budget. Based on audited 2017-18, estimated 2018-19 and budget 2019-20 this would amount to $\$2.12M + \$2.20M + \$2.15M = \$6.47M / 3 = \$2.16M \times .375 = \$808,750$. Based on our most recent audit (2017-18) the Operating Fund currently stands at \$670,290. We are thus \$138,460 short of our target.

Note 4

The Defence Fund was established to provide a resource fund for the membership in the event of a strike or other dispute. Provided the Operating and Arbitration Funds have met their respective targets, surplus funds are to be transferred to the Defence Fund to meet its target level of 155% of the average three year operating budget. Investment income may be transferred to the Operating Fund, provided that the Defence Fund balance is in excess of 155% of the average three year operating budget. The current target amounts to $\$2.16M \times 1.55 = \$3.35M$. Based on our most recent audit (2017-18) the Defence Fund currently stands at \$2.51M. We are thus \$838,000 short of our

Note 5

The Arbitration Fund was established to provide sufficient financial resources for the membership to provide arbitration, or similar support. The balance of the Arbitration Fund is to be maintained at a minimum level that represents the estimated cost to YUFA of thirty days arbitration. Provided the Arbitration Fund has met its target level, funds are to be transferred to the Arbitration Fund to meet its target level of 7.5% of the average three year operating budget. Investment income may be transferred to the Operating Fund provided that the fund balance is in excess of 7.5% of the average three year operating budget. The current target is $\$2.16M \times .075 = \$162,000$. Based on our most recent audit (2017-18) the Arbitration Fund currently stands at \$172,657. We are thus \$10,657 over our target based on this information.

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Table III - Course Releases

<i>Name</i>	<i>Granted re fiscal 17-18</i>	<i>Granted re fiscal 18-19</i>	<i>Granted re fiscal 19-20</i>
<i>Executive Officers</i>			
President-	2.50	2.50	2.50
V P Internal -	1.50	1.50	1.50
V P External -	1.50	1.50	1.50
Chief Steward -	2.50	2.50	2.50
Chief Steward -	2.50	2.50	2.50
Comm. Officer -	1.50	1.50	1.50
Interim Comm. Officer -	0.50		
Equity Officer-	1.00	1.00	1.00
Equity Officer-	1.00	1.00	1.00
Recording Secretary -	1.00	1.00	1.00
Treasurer -	1.00	1.00	1.00
Past President		0.50	0.50
Stewards Council Rep-	0.50	0.50	0.50
Stewards Council Rep -	0.50	0.50	0.50
<i>JCOAA / LRP Co-Chairs</i>	1.50	1.50	1.50
<i>Community Projects</i>			
Co Chair	0.50	0.50	0.50
Co Chair	0.50	0.50	0.50
<i>Caucuses' Reps</i>			
Race Equity -		0.50	0.50
Disablity Caucus -		0.50	0.50
Aboriginal Caucus -		0.50	0.50
Queer Caucus -vacant			0.50
<i>Bargaining Team</i>			
Chief Negotiator		1.00	
Chief Negotiator		1.50	
member		1.00	
member		1.00	
member		0.50	
member		1.25	
member		0.50	
<i>Libraries</i>			
member		0.50	
member		0.50	
member		0.50	
<i>AUPC</i>			
member			0.50
Total	20.00	29.75	22.50

Total of 19-20 course releases = 22.5 less 7.0 (Employer's expense) = 15.5

One course release is \$22,911.75

15.5 FCEs x \$22,911.75 = \$355,132.10