



PROPOSED 2014/2015 BUDGET

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	BUDGET 2014/15	BUDGET 2013/14	Pre Audit Mar 31/14	PERF 100.0%
REVENUE				
1 MEMBERSHIP DUES	4,221,654	3,956,416	4,098,693	103.6%
LESS				
2 DEFENCE FUND TRANSFER 10% REG.MBR.	422,165	395,642	422,883	106.9%
NET MEMBERSHIP FEES	3,799,488	3,560,775	3,675,810	103.2%
3 OTHER REVENUE				
INVESTMENT INCOME (OPS RESERVE ACCOUNT)	10,000	9,000	10,402	115.6%
OTHER INCOME	12,000		150	
TOTAL REVENUE	3,821,488	3,569,775	3,686,363	103.3%
EXPENDITURES				
4 COMPENSATION - OFFICERS & STAFF				
a) PRESIDENT	86,610	84,915	83,252	98.0%
b) SECRETARY-TREASURER	86,610	84,915	85,822	101.1%
c) VICE-PRESIDENTS	43,305	43,095	44,767	103.9%
d) MEMBERS AT LARGE	21,655	21,216	2,312	10.9%
e) OFFICERS' TRANSITION	20,000	20,000	0	0.0%
f) BENEFITS (OFFICERS)	104,450	104,448	101,254	96.9%
g) STAFF REPS	599,025	573,613	550,331	95.9%
h) ADMINISTRATIVE STAFF	375,200	318,884	372,374	116.8%
i) BENEFITS (STAFF)	263,565	252,023	280,149	111.2%
j) OVERTIME	38,000	38,000	46,938	123.5%
k) STAFF PRO DEVELOPMENT	5,200	4,800	4,800	100.0%
TOTAL COMPENSATION	1,643,620	1,545,909	1,571,999	101.7%
5 OFFICERS' RELOCATION				
a) ALLOWANCE	16,600	12,000	15,600	130.0%
b) MOVING EXPENSES	10,000	10,000	0	0.0%
TOTAL OFFICERS' RELOCATION	26,600	22,000	15,600	70.9%
6 PRESIDENTS' COUNCIL & EXECUTIVE				
a) PRESIDENTS COUNCIL	45,000	45,000	48,150	107.0%
TOTAL PC & EXECUTIVE	45,000	45,000	48,150	107.0%
7 EVENTS				
a) FPSE AGM	253,900	247,925	174,951	70.6%
b) PRESIDENTS' RETREAT	26,000	25,000	28,474	113.9%
c) BC FEDERATION OF LABOUR CONVENTION	55,000	22,500	8,316	37.0%
d) BARGAINING STRATEGY CONFERENCE	0	40,000	19,359	48.4%
e) CLC/NUCAUT CONVENTION	42,000	0	0	
f) JOINT COMMITTEE CONFERENCE	70,000	70,000	82,601	118.0%
g) FPSE CONFERENCE	0	0	0	
h) OTHER CONFERENCES	35,000	40,000	30,574	76.4%
TOTAL EVENTS	481,900	445,425	344,275	77.3%

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8 COMMITTEES				
a) JADRC/JCBA	1,000	1,000	614	61.4%
b) BARGAINING COORDINATION	18,000	18,000	20,255	112.5%
c) CONTRACT ADMINISTRATION REVIEW	18,000	18,000	16,908	93.9%
d) EDUCATION POLICY	9,000	9,000	10,087	112.1%
e) HUMAN RIGHTS & INTERNATIONAL SOLIDARITY	12,000	12,000	11,763	98.0%
f) WORKPLACE HEALTH, ENVIRONMENT & SAFETY	9,000	9,000	6,915	76.8%
g) DISABILITY MANAGEMENT	9,000	9,000	12,896	143.3%
h) PENSION ADVISORY	24,000	24,000	23,288	97.0%
i) PROFESSIONAL DEVELOPMENT	9,000	9,000	9,293	103.3%
j) NON-REGULAR FACULTY	18,000	18,000	16,638	92.4%
k) STATUS OF WOMEN	12,000	12,000	8,593	71.6%
l) ORGANIZING	40,000	40,000	38,003	95.0%
m) PRIVATE SECTOR COMMITTEE	0	4,000	0	0.0%
N) AD HOC COMMITTEE	1,000	1,000	0	0.0%
TOTAL COMMITTEES	180,000	184,000	175,255	95.2%
9 LOCAL SUPPORT				
a) STAFF TRAVEL TO LOCALS	100,000	100,000	99,278	99.3%
b) LEGAL	500,000	500,000	576,622	115.3%
TOTAL LOCAL SUPPORT	600,000	600,000	675,900	112.6%
10 BARGAINING				
a) PROVINCIAL BARGAINING	25,000	25,000	0	0.0%
TOTAL BARGAINING	25,000	25,000	0	0.0%
11 ADVOCACY & PUBLIC RELATIONS				
a) PUBLIC RELATIONS/COMMUNICATIONS/LOBBYING	30,000	30,000	28,451	94.8%
b) INTERNATIONAL SOLIDARITY FUND	38,501	38,212	38,032	99.5%
c) DONATIONS/RECOGNITION	12,000	12,000	13,643	113.7%
d) REPRESENTATIONS - BC FED/LABOUR GROUPS	7,500	10,000	2,580	25.8%
e) REPRESENTATIONS - PROV COMMITTEES/AGENCIES	2,500	5,000	(28,102)	-562.0%
f) REPRESENTATIONS - CAUT/NUCAUT	20,000	20,000	27,386	136.9%
g) REPRESENTATIONS - GOV'T (Prov & Fed)	10,000	10,000	16,305	163.0%
h) REPRESENTATIONS - OTHER	25,000	30,000	26,869	89.6%
TOTAL ADVOCACY & PUBLIC RELATIONS	145,501	155,212	125,163	80.6%
12 AFFILIATIONS AND MEMBERSHIPS				
a) AFFILIATION - BC FEDERATION OF LABOUR	80,348	77,847	78,268	100.5%
b) AFFILIATION - CAUT	97,078	94,250	96,388	102.3%
c) AFFILIATION - NUCAUT/CLC	90,898	88,250	85,430	96.8%
e) MEMBERSHIPS	12,000	10,000	15,154	151.5%
TOTAL AFFILIATIONS	280,323	270,347	275,239	101.8%

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13 ADMINISTRATION				
a) AUDIT	9,500	9,000	10,498	116.6%
b) BANK CHARGES & INTEREST	4,500	4,500	5,310	118.0%
c) AMORTIZATION	65,650	80,000	42,920	53.7%
d) EMPLOYEE RELATIONS	5,000	5,000	10,329	206.6%
e) NON CAPITAL EQUIPMENT, LEASE & MAINTENANCE	46,000	46,000	53,743	116.8%
f) INSURANCE	4,500	4,500	4,927	109.5%
g) OFFICE MAINTENANCE	500	500	6,348	1269.6%
h) PRINTING/PHOTOCOPYING	3,000	4,000	2,727	68.2%
i) POSTAGE/COURIER	4,250	4,000	4,549	113.7%
j) RENT	166,200	164,361	160,034	97.4%
K) STAFF TRAINING	15,000	20,000	8,931	44.7%
L) SUBSCRIPTIONS	19,000	19,000	25,727	135.4%
m) OFFICE SUPPLIES	18,000	17,500	24,804	141.7%
n) TELECOMMUNICATIONS	35,000	35,000	37,978	108.5%
o) WEB SITE COMMUNICATION	1,500	2,500	1,433	57.3%
p) PARKING	20,000	20,000	22,016	110.1%
TOTAL ADMINISTRATION	417,600	435,861	422,276	96.9%
TOTAL EXPENDITURES	3,845,544	3,728,754	3,653,858	98.0%
UNADJUSTED SURPLUS (DEFICIT)	(24,055)	(158,979)	32,505	-20%
CONTINGENT TRANSFER - LEGAL EXPENDITURES	24,055	158,979	0	
ADJUSTED SURPLUS (DEFICIT)	(0)	0		

In circumstances where legal expenditures exceed \$ 300,000 in the fiscal year, the FPSE will withdraw the sum total to the amount of legal expenditures over \$ 300,000 from the Defence Fund, up to the amount required to bring the adjusted deficit for the Operating Budget to a zero balance.

NOTES TO FPSE 2014-2015

PROPOSED BUDGET

REVENUE

1. Membership Dues

Membership dues are projected based on actual dues for the fiscal year 2013-2014. There has been an increase of 3% for 2014-2015 over the budgeted amount of 2013-2014 due to wage increases in effect since April 1/2013, and allowance for scale advancement.

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 % 2.0 return on investment, based on an approximate \$ 500,000 fund value at budget preparation time. This approximates current returns on 10 year bond indices.

Includes income derived from the provision of Laserfiche services to FSPE affiliates, based on a \$ 3500 set up fee and annual \$ 500 access fee going forward.

EXPENDITURES

4. Compensation - Officers & Staff

a)b)c)d)e)f) Budget for President and Secretary-Treasurer salaries and benefits are based on 100 % release. Expenses for two Vice-Presidents are based on 25 % release cost each. Members at Large compensation is based on 12.5 % release cost each. Officers' Transition represents a 25 % release cost for each officer leaving the FPSE executive. Release costs increased approximately 2% over 2013-2014 to account for faculty wage increases in effect during 2014-15. Officer benefits continue to be budgeted at 41% of total officer compensation.

g)h)i) FPSE Staff Representative and Support Staff salaries and benefits based on collective agreement with CUPE 1004 which is currently up for re-negotiation. Budgeted staff compensation amounts reflect a projected increase of 2.0% over 2013-2014, in anticipation of contract negotiations with staff to commence and finish in 2014-2015.

j) Overtime line is primarily overtime worked by Staff Representatives, which is banked and accounted for as a liability, expensed in the period earned. Support Staff overtime is accounted for in the same way.

PROPOSED 2014/2015 BUDGET

k) Staff Professional Development is contractually set at \$400 per full time employee, per year, per staff CUPE Local 1004 collective agreement.

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. Budgeted amounts for Moving Expenses have been maintained from 2014-2015 from 2013-2014.

Allowance has been increased by roughly %38 to reflect the decision made by PC in March 2014 to adjust the allowance to reflect a \$1000/month payout "net" of income taxes.

6. President's Council and Executive Committee

President's Council & Executive Committee allocation has been maintained at \$ 45,000 for 2014-2015.

7. Events

a) AGM

Costs projected as follows:

Accommodations.....	\$104,625
Delegate Travel	47,250
Delegate Meals - Reimbursed.....	20,250
Catering & Food Services	49,275
Banquet & Social Events	23,625
Audio/Visual Services	15,000
Conference Room Rentals	0
Speaker Fees and Direct Costs.....	2,500
Office/AGM Supplies	7,500
Direct Staff Costs (Travel, Meals, Accom, Overtime)	7,500
Registration Fees (\$175 x 135 delegates)	(23,625)
Total	\$253,900

b) President's Retreat has been increased \$ 1,000 to \$ 26,000 for 2014-2015.

c) BC Fed Convention has been increased to \$ 55,000 from 2013-2014 levels due to return to regular convention format in 2014-2015.

d) Bargaining Strategy Conference set at \$ 0 in anticipation of a bargaining strategy conference not being held in 2014-2015.

e) CLC/NUCAUT Convention set at \$ 42,000 for 2014-2015 due to annual triennial convention being held May 2014.

f) Joint Committee Conference budget is set at \$ 70,000 for 2014-2015, which represents 7 committees x \$ 10,000 per committee.

g) FPSE Other Conference set at \$ 0 due to no specific event planned.

h) Conferences maintained at \$ 40,000 for 2014-2015. Includes all costs associated with member attendance at Summer Institute of Union Women, CLC Political Action Conference, CUAT Librarians, CLC Winter School, Harry Crowe Foundation, Lancaster House events, Pacific Northwest Labour History Conference, SHARE Pension Conference, and others.

8. Committees

a) Budget reflects regular meetings of FPSE standing committees as well as a provision for Ad Hoc committee meetings. Committees are budgeted at a standard rate of \$ 9,000 per meeting per fiscal year, with the exception of BCC, CARC, and NRFC, which are budgeted for two meetings. PAC is budgeted at \$ 12,000 per meeting due to extraordinarily high attendance. Each committee that participates in the Joint Committee Conference has had \$ 10,000 allocated towards the Joint Committee Conference line item for the 2014-2015 event. The Private Sector Committee has not been funded due to inactivity.

SWC is budgeted for \$ 12,000, or one committee meeting plus expenses related to Day of Remembrance and International Women's Day events.

Organizing is set at \$ 40,000, which represents \$ 14,000 for 2014-15, plus \$ 26,000 for an ongoing organizing campaign in 2014-2015.

9. Local Support

a) Staff Travels 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 \$ 100,000 for 2014-2015 in anticipation of bargaining, arbitration and mediation related trips.

b) Legal has been maintained at \$ 500,000 for 2014-2015, which may be offset with a proposed draw from the Defence Fund should Legal expenditures beyond \$ 300,000 result in an operating deficit. This represents an estimate of total legal costs for 2014-2015, taking into account expected legal expenditures for grievance, arbitration and mediation purposes. Primary service providers in order of decreasing frequency are McGrady & Co, Noonan & Co, Victory Square Legal Group, Vincent L Ready, John B Hall, Wayne Moore, Dieboldt Law Group, Rod Germaine, J & R McConchie, and Sanlaing Dispute Resolution.

PROPOSED 2014/2015 BUDGET

10. Bargaining

b) Bargaining has been maintained at \$ 25,000 for 2014-2015.

11. Advocacy and Public Relations

a) Public Relations includes lobbying and public relations, advertising, polling, newswire services, member information campaigns, costs of printing bulletins, and lobbying meeting expenses. Maintained at \$ 30,000 for 2014-2015.

b) International Solidarity Fund is designated for support of international labour organizations and campaigns. \$ 38,212 in total funds budgeted for 2014-2015 fiscal year based on 1% of 2013-2014 member dues received.

c) Donations/Recognition includes donations made to external organizations, primarily for support of charities and labour organization initiatives (IBEW, Teamsters, BC Fed Labour Day, United Way, Mt Allison University Teachers Association, University of New Brunswick FA, DTES Women's Centre, Golden Tree Farmworkers Monument, BC Lions More Than A Bystander Anti-Bullying Program).

d) Representations – BC Fed/Labour Groups represents the net cost of attendance and representation at, and to, meetings with the BC Federation of Labour and other labour organizations.

e) Representations - Provincial Committees/Agencies primarily includes meetings of the College Pension Plan Board Trustees. No change from 2014-2015. Credit balance result of increased expense reimbursement from the College Pension Board and the BC Investment Management Corporation.

f) Representations – CAUT represents the net cost of attendance at CAUT/NUCAUT events by FPSE executive and FPSE members. This includes items such as the Chief Negotiators Forum.

g) Representations – Government includes costs of meetings with provincial and federal representatives of government and government agencies, including ½ of October PC lobby costs. Costs are approximately 90% provincial govt and 10% federal govt.

h) Representations – Other provides for meetings with CLC, CFS, CAF, ACIFA, CUFA, WOF, CIRA, NEA, OPSEU, United Way and other external organizations.

12. Affiliations

a) B.C Federation of Labour increased by \$6500 to account for increased affiliation rate in 2014-2015.

b) CAUT budget increased \$2825 for 2014-2015 to account for small affiliation rate increase.

c) CLC/NUCAUT budget increased \$2650 for 2014-2015 to account for small affiliation rate.

d) Memberships budget increased to \$12,000 for 2014-2015.

13. Administration

a) Audit increased to \$9500 for 2014-2015 based on 2013-2014 audit fees.

b) Bank Charges & Interest maintained at \$4500 for 2014-2015.

c) Amortization for 2014-2015 based on 2013-2014 amount plus amortization due to planned acquisitions less amortization foregone through dispositions or obsolescence.

d) Employee relations budget maintained for 2014-2015. Includes provision for interviewing, employment advertising and small staff functions, as well as acknowledgement of illness. Increased costs for 2013-2014 due to employment search for maternity leave and departure of Jeff McKeil.

e) Equipment lease and maintenance maintained for 2014-2015.

f) Insurance no change in premiums anticipated for 2014-2015.

g) Office maintenance includes costs of cleaning carpets, lighting, moving furniture, and miscellaneous small repairs. Budget maintained from 2013-14 due to there not being unexpected maintenance expenses from renovations in 2014-2015.

h) Postage & courier budget increased by \$250 for 2014-2015 to reflect postal rate changes.

i) Printing includes photocopy paper, printing of envelopes, stationery, and business cards.

j) Rent based on lease agreement with BCTF, renewed through 2018.

k) Parking maintained at 2014-2015 levels. Includes building parking contract as well as transit passes for staff who refuse a parking spot.

l) Staff training maintained at \$ 20,000 for 2014-2015.

m) Subscriptions/books maintained at \$ 19,000 for 2014-2015. Publications provide research and resource material for members and staff reps.

n) Office supplies increased by \$500 for 2014-2015.

PROPOSED 2014/2015 BUDGET

o) Telecommunications budget maintained for 2014-2015. Includes costs for telephones, fax machine, long distance, cell phone charges, voicemail, email and internet services.

p) Web Site & Communications budget covers web site hosting, maintenance design, and enhancements.