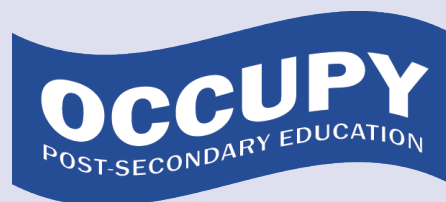


Proposed 2012/2013 Budget



STATEMENT OF PROPOSED REVENUE AND EXPENDITURES

	BUDGET 2012/13	BUDGET 2011/12	ACTUAL Mar 31/2012
REVENUE			
1 MEMBERSHIP DUES	3,841,181	3,841,181	3,803,980
LESS			
2 DEFENCE FUND TRANSFER	384,118	384,118	333,075
<i>10% of regular member dues</i>			
NET MEMBERSHIP FEES	3,457,063	3,457,063	3,470,905
3 OTHER REVENUE			
INVESTMENT INCOME (OPS RESERVE ACCOUNT)	9,000	20,500	616
OTHER INCOME			79
TOTAL REVENUE	3,466,063	3,477,563	3,471,599
EXPENDITURES			
4 COMPENSATION - OFFICERS & STAFF			
a) PRESIDENT	83,250	83,250	82,233
b) SECRETARY-TREASURER	83,250	83,250	83,660
c) VICE-PRESIDENTS	42,250	42,250	42,750
d) OTHER DUTY RELEASE (MEMBERS-AT-LARGE)	20,800	20,800	26,701
e) OFFICERS' TRANSITION	20,000	20,000	0
f) BENEFITS (OFFICERS)	102,400	93,100	113,849
g) STAFF REPS	561,815	550,800	565,436
h) SUPPORT STAFF	312,325	306,200	303,314
i) BENEFITS (STAFF)	243,650	221,500	266,296
j) OVERTIME	38,000	38,000	27,428
k) STAFF PRO DEVELOPMENT	3,600	3,600	3,900
TOTAL COMPENSATION	1,511,340	1,462,750	1,515,566
5 OFFICERS' RELOCATION			
a) ALLOWANCE	12,000	12,000	9,350
b) MOVING EXPENSES	10,000	10,000	0
TOTAL OFFICERS' RELOCATION	22,000	22,000	9,350

	BUDGET 2012/13	BUDGET 2011/12	ACTUAL Mar 31/2012
6 PRESIDENTS' COUNCIL & EXECUTIVE			
a) PRESIDENTS' COUNCIL	45,000	42,000	55,588
TOTAL PC & EXECUTIVE	45,000	42,000	55,588
7 EVENTS			
a) FPSE AGM	207,125	252,400	259,255
b) PRESIDENTS' RETREAT	23,000	21,000	22,972
c) BC FEDERATION OF LABOUR CONVENTION	45,000	46,700	10,993
d) JOINT COMMITTEES CONFERENCE	70,000	56,000	84,557
e) CLC/NUCAUT CONVENTION	0	40,000	40,166
f) BARGAINING STRATEGY CONFERENCE	30,000	0	24,521
g) OTHER CONFERENCES	0	0	0
h) CONFERENCES	40,000	40,000	47,483
TOTAL EVENTS	415,125	456,100	489,947
8 COMMITTEES			
a) BARGAINING COORDINATION	18,000	16,000	11,282
b) CONTRACT ADMINISTRATION REVIEW	18,000	8,000	17,744
c) DISABILITY MANAGEMENT & REHABILITATION	9,000	8,000	11,633
d) EDUCATION POLICY	9,000	8,000	12,295
e) HUMAN RIGHTS & INTERNATIONAL SOLIDARITY	9,000	12,000	7,617
f) WORKPLACE HEALTH, SAFETY & ENVIRONMENT	9,000	8,000	8,020
g) PENSION ADVISORY	18,000	20,000	24,008
h) PROFESSIONAL & SCHOLARLY DEVELOPMENT	9,000	8,000	12,847
i) NON-REGULAR FACULTY	18,000	16,000	15,920
j) STATUS OF WOMEN	12,000	12,000	15,774
k) AD HOC	1,000	1,000	0
l) ORGANIZING	40,000	14,000	5,709
m) PRIVATE SECTOR LOCALS & ORGANIZING	4,000	4,000	465
TOTAL COMMITTEES	174,000	135,000	143,314
9 LOCAL SUPPORT			
a) STAFF TRAVEL TO LOCALS	70,000	70,000	83,227
b) LEGAL	500,000	400,000	532,360
TOTAL LOCAL SUPPORT	570,000	470,000	615,587

10 BARGAINING

a) JADRC/JCBA	1,000	1,000	3,669
b) PROVINCIAL BARGAINING	25,000	50,000	29,248
TOTAL BARGAINING	26,000	51,000	32,917

11 ADVOCACY & PUBLIC RELATIONS

a) PUBLIC RELATIONS/COMMUNICATIONS/ LOBBYING	30,000	30,000	29,401
b) INTERNATIONAL SOLIDARITY FUND	37,612	37,475	36,650
c) DONATIONS/RECOGNITION	12,000	15,000	15,700
d) REPRESENTATIONS - BC FED/LABOUR GROUPS	10,000	10,000	6,499
e) REPRESENTATIONS - PROV COMMITTEES/ AGENCIES	5,000	5,000	-5,249
f) REPRESENTATIONS - CAUT/NUCAUT	20,000	20,000	27,102
g) REPRESENTATIONS - GOV'T (Prov & Fed)	3,000	6,000	5,204
h) REPRESENTATIONS - GOV'T (Fed)	0	3,000	378
i) REPRESENTATIONS - OTHER	15,000	15,000	17,605
TOTAL ADVOCACY & PUBLIC RELATIONS	132,612	141,475	133,290

12 AFFILIATIONS AND MEMBERSHIPS

a) AFFILIATION - BC FEDERATION OF LABOUR	74,500	74,500	72,792
b) AFFILIATION - CAUT	93,000	93,000	94,065
c) AFFILIATION - NUCAUT/CLC	87,000	87,000	85,430
d) MEMBERSHIPS	10,000	11,500	8,600
TOTAL AFFILIATIONS	264,500	266,000	260,887

13 ADMINISTRATION

a) AUDIT	9,000	8,250	11,294
b) BANK CHARGES & INTEREST	4,500	3,500	5,826
c) AMORTIZATION	80,100	61,400	61,390
d) EMPLOYEE RELATIONS	5,000	5,000	5,340
e) EQUIPMENT LEASE & MAINTENANCE	38,400	31,500	53,965
f) INSURANCE	4,500	4,500	4,624
g) OFFICE MAINTENANCE	500	1,500	131
h) POSTAGE & COURIER	4,000	4,000	5,703
i) PRINTING/PHOTOCOPYING	2,000	2,000	4,796
j) RENT	160,620	157,500	171,129
k) PARKING	20,000	19,000	21,500
l) STAFF TRAINING	15,000	15,000	19,281
m) SUBSCRIPTIONS	17,000	16,000	23,984

n) OFFICE SUPPLIES	17,500	17,500	19,688
o) TELECOMMUNICATIONS	35,000	32,500	46,232
p) WEB SITE COMMUNICATION	2,500	7,000	1,439
TOTAL ADMINISTRATION	415,620	386,150	456,324
TOTAL EXPENDITURES	3,576,197	3,432,475	3,712,771
Add: Transfer from Defence Fund - Legal & Bargaining	150,000	0	
SURPLUS (DEFICIT)	39,866	45,088	(241,171)

CAPITAL BUDGET

ASSET CLASS	2012/2013 Budget	2011/2012 Actual	2011/2012 Budget
Equipment, Furniture & Fixtures	\$2,000	\$0	\$3,000
Computer Equipment	\$31,000	\$49,854	\$10,000
Leasehold Improvements	\$0	\$0	\$18,000
TOTALS	\$33,000	\$49,854	\$31,000

EXPLANATORY NOTES TO FPSE 2012/2013 PROPOSED BUDGET

REVENUE

1. Membership Dues

Membership dues are based on actual dues for the fiscal year 2011/2012. There has been no allowance for wage scale growth in 2012/2013 as in previous years.

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 \$450,000 fund value at budget preparation time. This approximates current returns on 10 year bond indices.

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. Officer benefits are 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 expired September 30/2011. Budgeted amounts reflect an increase of 2% over 2011/2012, which is an estimate of the possible outcome of contract negotiations with FPSE staff during the 2012/2013 fiscal year.

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.

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 have been maintained from 2011/2012 for 2012/2013.

6. Presidents' Council and Executive Committee

President's Council & Executive Committee allocation has been increased to \$45,000 for 2012/2013 from \$42,000 in 2011/2012.

7. Events

a) AGM

Costs projected as follows:

Accommodations	\$67,500
Delegate Travel.....	\$40,500
Delegate Meals - Reimbursed.....	\$10,125
Catering & Food Services.....	\$47,250
Banquet & Social Events	\$16,875
Audio/Visual Services	\$15,000
Conference Room Rentals.....	\$20,000
Speaker Fees and Direct Costs	\$3,500
Direct Staff Costs (Travel, Meals, Accom, Overtime).....	\$10,000
Registration Fees (\$175 x 136 delegates)	(\$23,800)
Total.....	\$207,125

b) President's Retreat has been increased \$2,000 to \$23,000 for 2012/2013.

c) BC Fed Convention has been maintained at 2011-2012 levels pending change in convention structure for 2012/2013. BC Fed Convention returns to old convention format after 2011/2012 regional conventions.

d) Joint Committees Conference budget is set at \$70,000 for 2012/2013, which represents seven committees x \$10,000 per committee.

e) CLC/NUCAUT Convention set at \$0 for 2012/2013 based on there not being an event this fiscal year.

f) Bargaining Strategy Conference set at \$30,000 in anticipation of a bargaining strategy conference being held in 2012/2013.

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

h) Conferences maintained at \$40,000 for 2012/2013.

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, PAC and NRFC, which are budgeted for two meetings. Each committee that participates in the Joint Committee Conference has had \$ 10,000 allocated towards the Joint Committees Conference line item for the 2012/2013 event.

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 2012/13 as part of the final year of a three year plan began in 2010/11, plus \$26,000 for an organizing campaign in 2012/13.

9. Local Support

a) Staff Travels to Locals refers to those costs associated with FPSE Staff Representatives and Officers travelling and attending to contract administration, local negotiations, organizing, meetings with locals and external organizations. This has been maintained at \$70,000 for 2012/2013 in anticipation of bargaining, arbitration and mediation related trips.

b) Legal has been increased to \$500,000 for 2012/2013, offset with a proposed \$150,000 draw from the Defence Fund. This represents an estimate of total legal costs for 2012/2013, taking into account expected legal expenditures in continuing to negotiate a new collective bargaining agreement for members, as well as grievance, arbitration and mediation expenditures.

10. Bargaining

a) Bargaining has been reduced to \$25,000 as bargaining will continue at an expected slower pace in 2012/2013 due to the expiration of current existing collective agreements in March 2012 and fatigue from the end of prior bargaining session.

11. Advocacy and Public Relations

a) Public Relations includes lobbying and public relations, advertising, polling, information campaigns, costs of printing bulletins, and lobbying meeting expenses. Maintained at \$30,000 for 2012/2013.

b) International Solidarity Fund is designated for support of international labour organizations and campaigns. \$37,612 in total funds budgeted for 2012/2013 fiscal year based on 1% of 2010/2011 member dues received.

c) Donations/Recognition includes donations made to external organizations, primarily for support of charities and labour organization initiatives.

d) Representations - Provincial Committees/Agencies primarily includes meetings of the College Pension Plan Board of Trustees. No change for 2012/2013.

e) Representations – Government includes costs of meetings with provincial and federal representatives of government and government agencies. Combined into one line item for 2012/2013.

f) Representations – CAUT represents the net cost of attendance at CAUT/NUCAUT events by FPSE executive, staff and FPSE members.

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

12. Affiliations

- a) B.C Federation of Labour budget unchanged for 2012/2013.
- b) CAUT budget unchanged from fiscal 2011/2012 for 2012/2013.
- c) CLC/NUCAUT budget unchanged from fiscal 2011/2012 for 2012/2013.
- d) Memberships budget reduced by \$1500 to \$10,000 for 2012/2013.

13. Administration

- a) Audit increased to \$9000 for 2012/2013 based on 2011/2012 audit fees.
- b) Bank Charges & Interest increased \$1000 to \$4500 for 2012/2013.
- c) Amortization for 2012/2013 based on 2011/2012 amount plus amortization due to planned acquisitions less amortization foregone through dispositions or obsolescence.
- d) Employee relations budget maintained for 2012/2013. Includes provision for interviewing, employment advertising and small staff functions, as well as acknowledgement of illness.
- e) Equipment lease and maintenance increased by \$6900 over 2011/2012 to cover increased non-capitalized maintenance costs from increased complexity of computer and network equipment utilized by staff.
- f) Insurance: no change in premiums anticipated for 2012/2013.
- g) Office maintenance includes costs of cleaning carpets, lighting, moving furniture, and miscellaneous small repairs.
- h) Postage & courier budget maintained at 2011/2012 levels for 2012/2013.
- i) Printing includes photocopy paper, printing of envelopes, stationery, and business cards. Maintained at 2011/2012 levels for 2012/2013.
- j) Rent based on lease agreement with BCTF. Increase over 2011/2012 amount due to rent increase effective January 1, 2012.
- k) Parking increased by \$1000 for 2012/2013 to reflect increase in rates with parking company as well as increased usage of staff transit passes.
- l) Staff training maintained at 2011/2012 levels for 2012/2013.
- m) Subscriptions/books increased to \$17,000 for 2012/2013. Publications provide research and resource material for members and staff reps.
- n) Office supplies budget maintained at 2011/2012 level for 2012/2013.
- o) Telecommunications budget increased \$2500 from 2011/2012 for 2012/2013. Includes costs for telephones, fax machine, long distance, cell phone charges, voicemail, email and internet services.
- p) Web Site and Communications budget covers web site hosting, maintenance, design, and enhancements. Decreased \$4500 for 2012/2013.