

1989 Budget

Revenue

Dues & Initial Fees:- current dues are 1.25% of wages.

Interest:- interest earned on funds in bank.

Donations:- donations made to the union.

Expenditures

Arbitration Expense:- based on two arbitrations in 1989. ***

Contribution To Strike Fund:- no contribution will be made to the strike fund.

Courses & Conferences:- this includes the tuition fees, travel expenses (if necessary), miscellaneous expenses (such as equipment or room rental) & booking off for people attending courses and conferences.

Depreciation Expense:- this is to show depreciation on our office equipment (such as furniture & the computer equipment).

Donations:- this covers all donations made by the union.

Subscriptions:- this covers all costs of subscriptions to various publications & the cost of membership fees to various organizations connected to the labour movement.

Equipment lease- covers the cost of leasing of the photocopier.

Equipment purchase- covers the projected cost of the purchase of new office equipment, including a laser printer and memory upgrade of the IBM PC.

Equipment Repairs:- covers the cost of service contracts & repairs to our computer & other office equipment.

Executive/Committee Expenses:- covers all 'out-of-pocket' expenses incurred by executive and committee members when they are doing union business. This includes babysitting, meals (up to \$5.00 per person/per meeting), gas expense (25 cents/Km when using your own car on union business).

Executive/Committee Booking Off:- this covers the cost of booking off executive/committee members when necessary to conduct union business. This also includes booking off of the president - one day

a week to work in the office.

Insurance:- covers the cost of insurance for the union office.

Interest & Service Charges:- covers any interest we may incur on monies borrowed (at present - none), and any service charges imposed by the bank.

Legal/Accounting Fees:- covers the \$375.00 monthly charge for bookkeeping and the cost of a yearly audit. Also includes the cost of any legal counselling we may need. At present we have access to CUPE's legal division at no charge.

Members Medical Benefits:- We pay the cost of medical benefits (health care premiums, dental plan premiums, extended health benefits, etc.) for our members when they are on sick leave.

Newsletter:- covers the cost of publishing our newsletter.

Office Supplies:- covers the cost of all supplies purchased for use in the union office (paper, pens, letterhead, envelopes, etc.)

Per Capita Tax - CUPE- the per capita tax that we pay monthly to CUPE. (As of January 1, 1989, .61% of wages for both full-time and part-time members).

Postage/Courier:- covers the cost of postage and courier services.

Printing:- covers the cost of printing agendas, executive and general membership minutes, our Union contract and other information sent to members.

Professional & Consulting Fees:- includes the cost of software consultants (for our computer system) and any other professional or consulting fees we may incur.

Rent & Taxes:- covers the cost of office space rental (450/month plus taxes and utilities).

Repairs & Maintenance - General:- covers the cost of office cleaning and any repairs or maintenance necessary (example: carpet cleaning, fixing broken windows, replacing florescent lights, garbage collection, etc.).

Repairs & Maintenance - Equipment- This includes service contracts on all our computer equipment and all repairs to other office equipment.

Salaries:- covers the cost of office salaries including the following:

Business Agent :	\$37,500./year
Office Secretary:	25,000./year
Part-Time Clerk:	7,500./year
Presidents wages: (acting BA)	2,600./January

Benefits - Office Staff:-cost of benefits paid to the office staff includes our positions of CPP, UIC, health care, dental plan, extended health coverage, pension plan, etc.

Taxis/Parking:-includes the cost of taxis for members at hospitals to attend membership meetings and the cost of 4 parking stalls for the union office.

Telephone:- cost of 3-line business telephone services and lease of telephone equipment.

Utilities:- monthly hydro costs.

**** All surplus funds from 1988 and previous years will be made available to cover any necessary arbitration expenses that may exceed the budgeted amount for 1989.*

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