

CAPE DRAFT BUDGET PROPOSAL

Budget de revision pour l'ACEP

			Budget/ Budget	Budget/ Budget	Revised Budget Budget révisé	Budget/ Budget
			2018/2019	2019/2020	2019/2020	2020/2021
Line #						
1	Revenue	Recettes	7,972,912	8,230,200	9,326,688	9,326,688
1.1	Dues	Cotisations	7,926,912	8,179,200	9,266,688	9,266,688
1.2	Associate dues	Cotisations des membres associés	1,000	1,000	-	-
1.3	Interest (Investments)	Intérêts	45,000	50,000	60,000	60,000
1.4	Recovery of unsupported expenses	Récupération des dépenses non supportées	-	-	-	-
2	Salaries & Benefits	Salaires et avantages sociaux	4,446,370	4,654,335	4,913,000	5,255,713
2.1	Management	Direction	772,000	900,000	1,000,000	1,030,000
2.2	Staff	Personnel	2,455,000	2,479,550	2,600,000	2,912,713
2.3	Pension	Pensions	461,700	484,785	501,000	501,000
2.4	Benefits	Avantages sociaux	677,670	710,000	732,000	732,000
2.5	Comp/Vacation	Congés comp./Congés annuels	80,000	80,000	80,000	80,000
3	Staff Severance Pay	Indemnité de départ du personnel	47,000	48,000	48,000	48,000
4	Management Severance Pay	Indemnité de départ de la direction	64,000	75,000	75,000	75,000
5	Communication	Communications	127,000	132,000	165,000	165,000
5.1	External Printing	Impression	5,000	5,000	5,000	5,000
5.2	Postage	Affranchissement	5,000	5,000	5,000	5,000
5.3	Translation	Traduction	50,000	55,000	55,000	55,000
5.4	Telephone	Téléphone	40,000	40,000	40,000	40,000
5.5	Internet	Internet	7,000	7,000	10,000	10,000
5.6	Promotional Material	Matériel promotionnel	20,000	20,000	50,000	50,000
6	Training and Development	Formation et perfectionnement	215,000	205,000	225,000	225,000
	Members' and Stewards' Training	Formation des membres et délégués syndicaux				
6.1	Accommodations/Food	Hébergement et nourriture	25,000	25,000	25,000	25,000
6.2	Travel	Déplacements	20,000	20,000	40,000	40,000
6.3	Salary reimbursement	Remboursements de salaires	30,000	30,000	30,000	30,000
6.4	Staff development	Perfectionnement du personnel	60,000	60,000	60,000	60,000
6.5	Mgt. Development	Perfectionnement: direction	30,000	30,000	30,000	30,000
6.6	Language training	Cours de langue	50,000	40,000	40,000	40,000
7	Professional Fees	Honoraires professionnels	795,000	795,000	885,000	885,000
7.1	Legal - Members	Juridique/Arbitrage (Serv. prof.)	200,000	200,000	200,000	200,000
7.2	Legal -Bylaw 5, Constitution	Juridique/Arbitrage (Pétition)	100,000	100,000	100,000	100,000
7.3	Legal - Internal	Juridique/Arbitrage (Interne)	100,000	100,000	100,000	100,000
7.4	Legal - Contingency Fund	Juridique frais imprévus	85,000	85,000	85,000	85,000
7.5	Mgmt fees - Cash and Pension Investments	Frais de gestion - Placements en espèces et en régimes de retraite	150,000	150,000	150,000	150,000
7.6	Consultants fees	Honoraires de consultants	120,000	120,000	200,000	200,000
7.7	Audit	Vérification	40,000	40,000	50,000	50,000
8	Office Expense	Dépenses de bureau	135,000	135,000	150,000	150,000
8.1	Supplies	Matériel de bureau	60,000	60,000	50,000	50,000
8.2	Rental of equipment	Location de matériel	3,000	3,000	3,000	3,000
8.3	Reference material	Matériel de référence	20,000	20,000	20,000	20,000
8.4	Repairs and maintenance	Réparations et entretien	15,000	15,000	20,000	20,000
8.5	Delivery	Messagerie	3,000	3,000	3,000	3,000
8.6	Insurance	Assurances	20,000	20,000	30,000	30,000
8.7	Bank charges	Frais bancaires	4,000	4,000	4,000	4,000
8.8	Miscellaneous	Divers	10,000	10,000	20,000	20,000
9	Capital Asset Purchases	Achats d'équipement	55,000	60,000	125,000	105,000
9.1	Business Equipment	Équipement d'affaires	15,000	20,000	50,000	30,000
9.2	Office Furniture	Équipement de bureau	15,000	15,000	50,000	50,000
9.3	Computers and related equipment amortization	Ordinateurs et équipement connexe	25,000	25,000	25,000	25,000
10	Rent and Operating Expenses	Dépenses de location et d'exploitation	827,647	850,844	856,400	861,400
10.1	Rent	Loyer	399,747	414,444	420,000	425,000
10.2	Operating	Dépenses d'exploitation	427,900	436,400	436,400	436,400
11	Computer Expense	Dépenses d'informatique	232,000	232,000	358,000	298,000
11.1	Web site/DLT	Site Web/DLT	30,000	30,000	90,000	30,000

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11.2	Maintenance	Entretien	160,000	160,000	226,000	226,000
11.3	Minor capital Purchases (<\$1,000)	Achats d< \$1,000	2,000	2,000	2,000	2,000
11.4	Software	Logiciels	20,000	20,000	20,000	20,000
11.5	Programming	Programmation	20,000	20,000	20,000	20,000
12	Travel	Déplacements	70,000	70,000	85,000	85,000
12.1	Member serv. & consultation	Services aux membres & consultation	35,000	35,000	45,000	45,000
12.2	Conferences	Conférences	20,000	20,000	35,000	35,000
12.3	President travel	Frais de voyage du président	15,000	15,000	5,000	5,000
13	Meetings	Dépenses de réunions	318,500	318,500	398,500	408,500
13.1	AGM/MBM	AGA/AGB	50,000	50,000	75,000	75,000
13.2	National Executive	Comité exécutif national	60,000	60,000	110,000	110,000
13.3	Committees	Comités	15,000	15,000	45,000	45,000
13.4	LLC / Presidents Council	Dirigeants locaux	30,000	30,000	30,000	30,000
13.5	Transportation	Déplacements	7,000	7,000	7,000	7,000
13.6	Salary reimbursement	Remboursements de salaires	100,000	100,000	100,000	100,000
13.7	Business Luncheons	Déjeuners d'affaires	2,500	2,500	2,500	2,500
13.8	Staff	Personnel	4,000	4,000	4,000	4,000
13.9	Mobilization, Engagement, Educ.	Mobilisation	30,000	30,000	10,000	10,000
13.10	Candidate's Forum	Forum des candidats	5,000	5,000	5,000	15,000
13.11	Constitution & ByLaw Review	Examen des Statuts et Règlements	15,000	15,000		
13.12	Regional councils	locaux regionaux			10,000	10,000
14	Collective Bargaining	Négociation collective	100,000	100,000	150,000	100,000
15	Fees Affiliation	Frais d'affiliation	10,000	10,000	15,000	15,000
16	Local Rebates	Remises aux sections locales	107,000	107,000	125,000	125,000
16.1	Local Rebates	Remises aux sections locales	17,000	17,000	25,000	25,000
16.2	Nationally Managed Local Exp.	Dépenses gérées au palier national	90,000	90,000	100,000	100,000
17	Contributions	Contributions	1,000	1,000	2,500	2,500
18	Defence Fund 1	Fonds de Défense	-	-		
19	Contingency	Frais imprévus	450,000	450,000	650,000	490,000
19.1	Executive	Exécutif			300,000	240,000
19.2	Administrative	Administratif			150,000	150,000
19.3	Leasehold improvements				200,000	100,000
Total expenses		Total des dépenses	8,000,517	8,243,679	9,226,400	9,294,113
Surplus (deficit) end of period		Excédent (déficit) en fin d'exercice	-27,605	-13,479	100,288	32,575

Note 1: Revenue numbers were based on the employers' figures of membership of 16,088 as of April 30, 2019.