

CAPE DRAFT BUDGET PROPOSAL
AVANT-PROJET DE BUDGET DE L'ACEP

			Approved Budget	Budget approuvé	Draft Budget	Projet de budget	Actuals as of*
			Revised Budget	Budget/	Budget/	Budget/	Données réelles au*
			Budget révisé	Budget	Budget	Budget	
					A		B
Line # / Ligne n°			2019-2020	2020-2021	2020-2021	2021-2022	30-Apr-20
1	Revenue	Recettes	9,326,688	9,326,688	9,732,422	9,692,422	10,854,698
1.1	Dues	Cotisations	9,266,688	9,266,688	9,522,022	9,522,022	10,443,397
1.2	Associate dues	Cotisations des membres associés	-	-	-	-	-
1.3	Interest (Investments)	Intérêts	60,000	60,000	200,000	160,000	250,931
1.4	Recovery of unsupported expenses	Recouvrement des dépenses inadmissibles	-	-	10,400	10,400	160,371
2	Salaries & Benefits	Salaires et avantages sociaux	4,913,000	5,255,713	5,340,095	5,393,491	4,223,981
2.1	Management	Direction	1,000,000	1,030,000	1,089,512	1,089,512	877,250
2.2	Staff	Personnel	2,600,000	2,912,713	2,912,713	2,912,713	2,318,521
2.3	Pension	Régime de retraite	501,000	501,000	669,125	668,535	660,530
2.4	Benefits	Avantages sociaux	732,000	732,000	550,000	600,000	306,343
2.5	Comp/Vacation	Congés comp./congés annuels	80,000	80,000	88,745	92,731	61,336
2.6	Vice-Presidents	Vice-présidents	-	-	30,000	30,000	-
3	Staff Severance Pay	Indemnité de départ du personnel	48,000	48,000	58,202	58,202	147,554
4	Management Severance Pay	Indemnité de départ de la direction	75,000	75,000	94,925	94,925	140,382
5	Communication	Communications	165,000	165,000	193,000	193,000	142,954
5.1	External Printing	Impression à l'externe	5,000	5,000	-	-	-
5.2	Postage	Affranchissement	5,000	5,000	3,000	3,000	-
5.3	Translation	Traduction	55,000	55,000	75,000	75,000	53,268
5.4	Telephone	Téléphone	40,000	40,000	50,000	50,000	45,291
5.5	Internet	Internet	10,000	10,000	10,000	10,000	8,826
5.6	Promotional Material	Matériel promotionnel	50,000	50,000	55,000	55,000	35,568
6	Training and Development	Formation et perfectionnement	225,000	225,000	250,000	250,000	112,949
	Members' and Stewards' Training	Formation des membres et délégués syndicaux					
6.1	Accommodations/Food	Hébergement et repas	25,000	25,000	25,000	25,000	7,077
6.2	Travel	Déplacements	40,000	40,000	65,000	65,000	45,645
6.3	Salary reimbursement	Remboursement de salaires	30,000	30,000	30,000	30,000	6,473
6.4	Staff development	Perfectionnement du personnel	60,000	60,000	60,000	60,000	36,457
6.5	Mgt. Development	Perfectionnement de la direction	30,000	30,000	25,000	25,000	836
6.6	President Development	Perfectionnement du président			10,000	10,000	11,337
6.7	Language training	Formation linguistique	40,000	40,000	35,000	35,000	5,123
7	Professional Fees	Honoraires professionnels	885,000	885,000	995,000	995,000	1,145,997
7.1	Legal - Members	Juridiques - Membres	200,000	200,000	200,000	200,000	267,962
7.2	Legal -Bylaw 5, Constitution	Juridiques - Règlement n° 5, Statuts	100,000	100,000	100,000	100,000	11,368
7.3	Legal - Internal	Juridiques - À l'interne	100,000	100,000	200,000	200,000	223,378
7.4	Legal - Contingency Fund	Juridiques - Fonds de prévoyance	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	200,000	200,000	287,058
7.6	Consultants fees	Consultants	200,000	200,000	150,000	150,000	312,049
7.7	Audit	Vérification	50,000	50,000	60,000	60,000	44,183
8	Office Expense	Dépenses de bureau	150,000	150,000	134,000	124,000	169,942
8.1	Supplies	Fouritures	50,000	50,000	40,000	40,000	40,651
8.2	Rental of equipment	Location de matériel	3,000	3,000	10,000	10,000	11,756
8.3	Reference material	Matériel de référence	20,000	20,000	20,000	20,000	28,173
8.4	Repairs and maintenance	Réparations et entretien	20,000	20,000	5,000	5,000	1,924
8.5	Delivery	Messagerie	3,000	3,000	5,000	5,000	4,132
8.6	Insurance	Assurances	30,000	30,000	30,000	30,000	26,515
8.7	Bank charges	Frais bancaires	4,000	4,000	4,000	4,000	2,812
8.8	Miscellaneous	Divers	20,000	20,000	20,000	10,000	53,979
9	Capital Asset Purchases	Achat d'immobilisations	125,000	105,000	155,000	80,000	75,083
9.1	Business Equipment	Équipement d'affaires	50,000	30,000	105,000	30,000	59,103
9.2	Office Furniture	Équipement de bureau	50,000	50,000	50,000	50,000	15,980
9.3	Computers and related equipment amortization	Ordinateurs et équipement connexe - amortissement	25,000	25,000	-	-	-
10	Rent and Operating Expenses	Dépenses de location et d'exploitation	856,400	861,400	861,400	861,400	831,851
10.1	Rent	Loyer	420,000	425,000	425,000	425,000	414,425
10.2	Operating	Dépenses d'exploitation	436,400	436,400	436,400	436,400	417,427
11	Computer Expense	Dépenses liées au matériel informatique	358,000	298,000	312,500	239,500	358,280
11.1	Web site/DLT	Site Web/DLT	90,000	30,000	60,000	30,000	95,817
11.2	Maintenance	Entretien	226,000	226,000	190,000	160,000	257,277
11.3	Minor capital Purchases (<\$1,000)	Petits achats d'immobilisation (< 1 000 \$)	2,000	2,000	15,000	2,000	5,186
11.4	Software	Logiciels	20,000	20,000	27,500	27,500	-
11.5	Programming	Programmation	20,000	20,000	20,000	20,000	-
12	Travel	Déplacements	85,000	85,000	165,000	165,000	97,370
12.1	Member serv. & consultation	Services aux membres et consultation	45,000	45,000	50,000	50,000	40,586

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12.2	Conferences	Conférences	35,000	35,000	73,000			44,744
			5,000	5,000	0	73,00		12,040
12.3	President travel	Frais de voyage du président			12,000		12,00	2,890
					0			24,312
12.4	President Regional Council Travel	Voyage du président : Conseil régional			5,000		5,00	
					0			
12.5	Travel to Locals: President	Voyage du président : Sections locales			25,000		25,00	
					0			
13	Meetings	Dépenses de réunion	398,500	408,500	541,500	488,540		328,925
13.1	AGM/MBM	AGA/AGB	75,000	75,000	100,000	100,000		88,089
					0			
13.2	National Executive	Conseil exécutif national	110,000	110,000	200,000	150,000		105,240
					0			
13.3	Committees	Comités	45,000	45,000	45,000	45,000		24,124
13.4	LLC / Presidents Council	CDSL/Conseil des présidents	30,000	30,000	15,000	15,000		5,172
13.5	Transportation	Déplacements	7,000	7,000	7,000	7,000		-
13.6	Salary reimbursement	Remboursement de salaires	100,000	100,000	102,000	104,040		76,150
					0			
13.7	Business Luncheons	Déjeuners d'affaires	2,500	2,500	5,000	5,000		2,922
13.8	Staff	Personnel	4,000	4,000	7,500	7,500		7,440
13.9	Mobilization, Engagement, Educ.	Mobilisation et sensibilisation	10,000	10,000	10,000	10,000		
13.10	Candidate's Forum	Forum des candidats	5,000	15,000	15,000	10,000		-
13.11	Regional councils	Conseils régionaux	10,000	10,000	35,000	35,000		19,789
14	Collective Bargaining	Négociation collective	150,000	100,000	75,000	155,000		63,112
15	Fees Affiliation	Frais d'affiliation	15,000	15,000	25,000	25,000		13,343
16	Local Rebates	Remises aux sections locales	125,000	125,000	135,000	135,000		123,006
					0			
16.1	Local Rebates	Remises aux sections locales	25,000	25,000	35,000	35,000		31,000
16.2	Nationally Managed Local Exp.	Dépenses des sections locales gérées au niveau national	100,000	100,000	100,000	100,000		92,006
					0			
17	Contributions	Contributions	2,500	2,500	2,500	2,500		200
18	Defence Fund 1	Fonds de défense 1						
19	Contingency	Dépenses imprévues	650,000	490,000	350,000	350,000		-
					0			
19.1	Executive	Exécutif	300,000	240,000	150,000	150,000		-
					0			
19.2	Administrative	Administratif	150,000	150,000	100,000	100,000		-
					0			
19.3	Leasehold improvements	Améliorations locatives	200,000	100,000	100,000	100,000		-
					0			
Total expenses		Total des dépenses	9,226,400	9,294,113	9,688,122	9,610,558		7,974,929
Surplus (deficit) end of period		Excédent (déficit) en fin d'exercice	100,288	32,575	44,300	81,864		2,879,770