

CAPE DRAFT BUDGET PROPOSAL
Budget de révision pour l'ACEP

Line #	Approved Budget / Budget approuvé		Approved budget / Budget approuvé		Actuals as of*		Draft Budget / Budget préliminaire (Revised by the NEC)			
	Revised Budget	Budget/	Budget/	Budget/	Actuals as of*	Actuals as of*	Budget/	Budget/		
	Budget révisé	Budget	Budget	Budget	Donnees Reels au*	Donnees Reels au*	Budget	Budget		
			A	B	B	B	A	A		
	2019/2020	2020/2021	2020-2021	2021-2022	30-Apr-20	30-Apr-21	2021-2022	2022-2023		
1	Revenue	Recettes	9,326,688	9,326,688	9,732,422	9,692,422	10,854,698	12,085,981	12,470,000	14,470,000
1.1	Dues	Cotisations	9,266,688	9,266,688	9,522,022	9,522,022	10,443,397	11,576,110	11,920,000	13,920,000
1.2	Associate dues	Cotisations des membres associés	-	-	-	-	-	-	-	-
1.3	Interest (Investments)	Intérêts (investissements)	60,000	60,000	200,000	160,000	250,931	497,407	550,000	550,000
1.4	Recovery of unsupported expenses	Récupération des dépenses non supportées	-	-	10,400	10,400	160,371	12,464	-	-
2	Salaries & Benefits	Salaires et avantages sociaux	4,913,000	5,255,713	5,340,095	5,393,491	4,223,981	4,851,736	7,150,000	7,910,000
2.1	Management	Direction	1,000,000	1,030,000	1,089,512	1,089,512	877,250	998,602	1,650,000	1,440,000
2.2	Staff	Personnel	2,600,000	2,912,713	2,912,713	2,912,713	2,318,521	2,534,791	3,920,000	4,600,000
2.3	Pension	Pensions	501,000	501,000	669,125	668,535	660,530	711,701	820,000	970,000
2.4	Benefits	Avantages sociaux	732,000	732,000	550,000	600,000	306,343	294,658	410,000	520,000
2.5	Comp/Vacation	Congés comp./Congés annuels	80,000	80,000	88,745	92,731	61,336	311,984	350,000	380,000
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	113,999	110,000	110,000
4	Management Severance Pay	Indemnité de départ de la direction	75,000	75,000	94,925	94,925	140,382	63,048	200,000	200,000
5	Communication	Communications	165,000	165,000	193,000	193,000	142,954	152,294	295,000	179,000
5.1	External Printing	Impression	5,000	5,000	-	-	-	-	5,000	2,000
5.2	Postage	Affranchissement	5,000	5,000	3,000	3,000	-	-	20,000	7,000
5.3	Translation	Traduction	55,000	55,000	75,000	75,000	53,268	68,532	50,000	50,000
5.4	Telephone	Téléphone	40,000	40,000	50,000	50,000	45,291	53,882	55,000	55,000
5.5	Internet	Internet	10,000	10,000	10,000	10,000	8,826	9,629	10,000	10,000
5.6	Promotional Material	Matériel promotionnel	50,000	50,000	55,000	55,000	35,568	20,252	155,000	55,000
6	Training and Development	Formation et perfectionnement	225,000	225,000	250,000	250,000	112,949	48,992	355,000	345,000
6.1	Members' and Stewards' Training	Formation des membres et délégués syndicaux	25,000	25,000	25,000	25,000	7,077	-	50,000	50,000
6.2	Accommodations&Food	Hébergement et nourriture	40,000	40,000	65,000	65,000	46,645	-	90,000	90,000
6.3	Travel	Déplacements	30,000	30,000	30,000	30,000	6,473	131	55,000	55,000
6.4	Salary reimbursement	Remboursements de salaires	60,000	60,000	60,000	60,000	36,457	34,990	75,000	75,000
6.5	Staff development	Perfectionnement du personnel	30,000	30,000	25,000	25,000	836	11,567	40,000	30,000
6.6	Mgt. Development	Perfectionnement: direction	30,000	30,000	10,000	10,000	11,337	-	10,000	10,000
6.7	President Development	Perfectionnement: Président	40,000	40,000	35,000	35,000	5,123	2,304	35,000	35,000
6.7	Language training	Cours de langue	40,000	40,000	35,000	35,000	5,123	2,304	35,000	35,000
7	Professional Fees	Honoraires professionnels	885,000	885,000	995,000	995,000	1,145,997	1,139,731	1,780,000	1,780,000
7.1	Legal - Members	Juridique/Arbitrage (Serv. prof.)	200,000	200,000	200,000	200,000	267,962	294,676	360,000	360,000
7.2	Legal -Bylaw 5, Constitution	Juridique/Arbitrage (Pétition)	100,000	100,000	100,000	100,000	11,368	3,849	100,000	100,000
7.3	Legal - Internal	Juridique/Arbitrage (Interne)	100,000	100,000	200,000	200,000	223,378	383,315	325,000	325,000
7.4	Legal - Contingency Fund	Juridique/ Frais imprévus	85,000	85,000	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	182,588	200,000	200,000
7.6	Consultants fees	Honoraires de consultants	200,000	200,000	150,000	150,000	312,049	238,465	650,000	650,000
7.7	Audit	Vérification	50,000	50,000	60,000	60,000	44,183	36,838	60,000	60,000
8	Office Expense	Dépenses de bureau	150,000	150,000	134,000	124,000	169,942	128,387	206,000	206,000
8.1	Supplies	Matériel de bureau	50,000	50,000	40,000	40,000	40,651	32,366	50,000	50,000
8.2	Rental of equipment	Location de matériel	3,000	3,000	10,000	10,000	11,756	3,772	12,000	12,000
8.3	Reference material	Matériel de référence	20,000	20,000	20,000	20,000	28,173	41,265	30,000	30,000
8.4	Repairs and maintenance	Réparations et entretien	20,000	20,000	5,000	5,000	1,924	698	5,000	5,000
8.5	Delivery	Messagerie	3,000	3,000	5,000	5,000	4,132	4,275	-	-
8.6	Insurance	Assurances	30,000	30,000	30,000	30,000	26,515	39,823	50,000	50,000
8.7	Bank charges	Frais bancaires	4,000	4,000	4,000	4,000	2,812	2,050	4,000	4,000
8.8	Miscellaneous	Divers	20,000	20,000	20,000	10,000	53,979	4,138	55,000	55,000
9	Equipment	Equipements	100,000	80,000	155,000	80,000	75,083	39,864	55,000	35,000
9.1	Business Equipment	Équipement d'affaires	50,000	30,000	105,000	30,000	59,103	22,720	55,000	35,000
9.2	Office Furniture	Équipement de bureau	50,000	50,000	50,000	50,000	15,980	17,144	-	-
10	Rent and Operating Expenses	Dépenses de location et d'exploitation	856,400	861,400	861,400	861,400	831,851	803,790	861,400	861,400
10.1	Rent	Loyer	420,000	425,000	425,000	425,000	414,425	366,765	425,000	425,000
10.2	Operating	Dépenses d'exploitation	436,400	436,400	436,400	436,400	417,427	437,025	436,400	436,400
11	Computer Expense	Dépenses d'informatique	358,000	298,000	312,500	239,500	358,280	261,346	182,000	182,000
11.1	Web site/DLT	Site Web/DLT	90,000	30,000	60,000	30,000	95,817	25,870	20,000	20,000
11.2	Maintenance	Entretien	226,000	226,000	190,000	160,000	257,277	224,759	160,000	160,000
11.3	Minor capital Purchases (<\$1,000)	Achats d<\$1,000	2,000	2,000	15,000	2,000	5,186	10,717	2,000	2,000
11.4	Software	Logiciels	20,000	20,000	27,500	27,500	-	-	-	-
11.5	Programming	Programmation	20,000	20,000	20,000	20,000	-	-	-	-

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			Revised Budget	Budget/	Budget/	Budget/	Actuals as of*	Actuals as of*	Budget/	Budget/
			Budget révisé	Budget	Budget	Budget	Donnees Reels au*	Donnees Reels au*	Budget	Budget
			2019/2020	2020/2021	2020-2021	2021-2022	B	B	2021-2022	2022-2023
					A				A	
12	Travel	Déplacements	85,000	85,000	135,000	135,000	97,370	4,276	145,000	145,000
12.1	LRO representational services	LRO service de représentation	45,000	45,000	50,000	50,000	40,586	110	75,000	75,000
12.2	Conferences	Conférences	35,000	35,000	73,000	73,000	44,744	4,166	50,000	50,000
12.3	President travel	Frais de voyage du président	5,000	5,000	12,000	12,000	12,040	-	20,000	20,000
13	Meetings	Dépenses de réunions	398,500	408,500	546,500	493,540	331,814	197,357	550,000	617,500
13.1	AGM/MBM	AGA/AGB	75,000	75,000	100,000	100,000	88,089	21,776	60,000	100,000
13.2	National Executive	Comité exécutif national	110,000	110,000	200,000	150,000	105,240	95,750	150,000	150,000
13.3	Committees	Comités	45,000	45,000	45,000	45,000	24,124	20,073	45,000	45,000
13.4	LLC / Presidents Council	Dirigeants locaux	30,000	30,000	15,000	15,000	5,172	3,822	15,000	15,000
13.5	Transportation	Déplacements	7,000	7,000	7,000	7,000	-	-	-	-
13.6	Salary reimbursement	Remboursements de salaires	100,000	100,000	102,000	104,040	76,150	51,936	125,000	125,000
13.7	Business Luncheons	Déjeuners d'affaires	2,500	2,500	5,000	5,000	2,922	-	5,000	5,000
13.8	Staff	Personnel	4,000	4,000	7,500	7,500	7,440	-	10,000	10,000
13.9	Mobilization, Engagement, Educ.	Mobilisation	10,000	10,000	10,000	10,000	-	4,000	20,000	20,000
13.10	Candidate's Forum	Forum des candidats	5,000	15,000	15,000	10,000	-	-	15,000	15,000
13.11	Regional councils	Conseils régionaux	10,000	10,000	35,000	35,000	19,789	-	20,000	45,000
13.12	President Regional Council Travel	Voyage du Président: Conseil régional							5,000	7,500
13.13	NEC Special Meetings	CEN rencontres spéciales			5,000	5,000	2,890	-	80,000	80,000
14	Collective Bargaining	Négociation collective	150,000	100,000	75,000	158,000	63,112	2,208	150,000	200,000
15	CLC	Frais d'affiliation	15,000	15,000	25,000	25,000	13,343	61,500	275,000	275,000
15.1	CLC per capita taxes	Taxes CTC par capita							225,000	225,000
15.2	CLC Convention	CTC convention							50,000	50,000
16	Local Rebates	Remises aux sections locales	125,000	125,000	160,000	160,000	147,318	42,783	190,000	205,000
16.1	Local Rebates	Remises aux sections locales	25,000	25,000	35,000	35,000	31,000	15,000	40,000	40,000
16.2	Nationally Managed Local Exp.	Dépenses gérées au palier national	100,000	100,000	100,000	100,000	92,006	27,783	115,000	115,000
16.3	Travel to Locals: President	Voyage aux locales: Président			25,000	25,000	24,312	-	35,000	50,000
17	Contributions	Contributions	2,500	2,500	2,500	2,500	200	-	2,500	2,500
19	Contingency	Frais imprévus	650,000	490,000	350,000	350,000	-	-	650,000	650,000
19.1	Executive	Exécutif	300,000	240,000	150,000	150,000	-	-	300,000	300,000
19.2	Administrative	Administratif	150,000	150,000	100,000	100,000	-	-	150,000	150,000
19.3	Leasehold improvements	Améliorations locatives	200,000	100,000	100,000	100,000	-	-	200,000	200,000
Total expenses		Total des dépenses	9,201,400	9,269,113	9,688,122	9,610,558	8,002,130	7,911,309	13,156,900	13,903,400
Surplus (deficit) opérationnel							2,852,568	4,174,673	(686,900)	566,600
20	AMORTIZATION	AMORTISSEMENT							100,000	120,000
Surplus (deficit) end of period		Excédent (déficit) en fin d'exercice	125,288	57,575	44,300	81,864	2,852,568	4,174,673	(786,900)	446,600
21	CAPITAL RESERVES	RÉSERVES DE CAPITAL								
21.1	Furnitures and fixtures	Ameublement								
21.2	Leasehold improvement	Améliorations locatives								
21.3	Computer Equipment	Équipement informatique								
21.4	Site web / portal	Site Web et portail								
Total CAPEX										

* Actuals do not reflect year end entries and final invoices to be billed in previous fiscal years / ajustements de fin d'année fiscale et les factures finales ne sont pas inclus dans ces données. les