

Association canadienne des employés professionnels / Canadian Association of Professional Employees

CAPE Budget 2024 & 2025
Budget de l'ACEP 2024 et 2025

Line #/N° de poste budgétaire

			Calendar Year / Année civile	Calendar Year / Année civile	Calendar Year / Année civile	Calendar Year / Année civile	Calendar Year / Année civile	FOR DISCUSSION / POUR DISCUSSION	FOR DISCUSSION / POUR DISCUSSION	For Reference / Pour référence
			Actuals/ Réels	Actuals/ Réels	Actuals/ Réels	Actuals/ Réels	Actuals + Forecast Réels + Prévu	Budget/ Budget	Budget/ Budget	Budget/ Budget
			2019	2020	2021	2022	2023	2024	2025	2023
1	Revenue	Revenus	16,477,284	12,337,213	12,657,835	12,374,540	15,816,838	14,875,000	14,890,000	12,592,667
1.1	Dues	Cotisations	821	6,964,283	11,423,759	12,598,554	13,605,914	14,400,000	14,400,000	12,096,000
1.2	Retroactive Dues - Phoenix	Cotisations rétroactives – Phénix	16,006,683	4,238,466	868,204	760,456	850,950			-
1.3	Interest (Investments)	Intérêts (Placements)	467,910	675,761	363,007	(993,282)	950,773	475,000	490,000	496,667
1.4	Recovery of unsupported expenses	Recouvrement des dépenses sans pièces justificatives	1,871	458,703	2,864	8,812	9,201			-
1.5	Special Levy	Prélèvement spécial					400,000			
2	Salaries & Benefits	Salaires et avantages sociaux	6,839,616	4,029,173	5,317,003	6,969,907	8,935,914	9,781,110	10,088,077	8,783,334
2.1	Management Salaries	Salaires – Direction	1,302,878	801,333	1,168,573	1,729,928	1,586,352	1,820,000	1,870,000	1,766,667
2.2	Staff Salaries	Salaires – Personnel	4,365,512	1,919,638	2,862,361	3,624,553	5,277,139	5,400,000	5,590,000	4,600,000
2.3	Pension	Pensions	513,642	548,351	494,583	866,038	1,143,762	1,150,000	1,180,000	1,020,000
2.4	Benefits	Avantages sociaux	231,972	293,531	312,390	323,469	392,129	480,000	500,000	446,667
2.5	Comp/Vacation	Congés compensatoires/Congés annuels	46,098	285,750	292,028	73,587	170,074	470,000	480,000	500,000
2.6	Temporary Staff	Personnel temporaire	236,877	28,297	27,361	192,033	200,000	250,000	250,000	450,000
2.7	President Salary	Salaire – Président(e)	142,637	152,273	159,707	160,299	166,458	211,110	218,077	
2.8	LRO Mobilisation	Mobilisation - ART						300,000	300,000	
3	Staff Severance Pay	Indemnités de départ – Personnel	103,489	463,095	38,354	45,657	120,825	125,000	125,000	150,000
4	Management Severance Pay	Indemnités de départ – Direction	175,751	88,916		68,999	-	40,000	40,000	40,000
5	Communication & Public Affairs	Communications et Affaires publiques	142,968	81,666	98,590	77,877	54,957	70,000	70,000	50,000
5.1	Multimedia Production	Production multimédia						10,000	10,000	-
5.2	Marketing/Advertising	Marketing et publicité						15,000	15,000	-
5.3	Translation	Traduction	88,552	55,536	71,147	47,344	19,957	25,000	25,000	50,000
5.4	Graphic Design	Conception graphique						10,000	10,000	-
5.6	Promotional Material	Matériel promotionnel	54,416	26,130	27,444	30,533	35,000	10,000	10,000	-
6	Education (Members & Stewards)	Formation externe – Membres et délégué(e)s	127,321	2,585	131	28,084	42,400	170,000	170,000	130,000
6.1	Accommodations & Food	Hébergement et repas	14,249				17,900	45,000	45,000	35,000
6.2	Travel	Déplacements	83,356	1,537		11,074	13,500	90,000	90,000	65,000
6.3	Salary reimbursement	Remboursements de salaire	29,716	1,049	131	17,010	11,000	35,000	35,000	30,000
7	Training and Development	Formation et perfectionnement professionnel	145,891	46,711	141,553	121,851	98,893	195,000	195,000	150,000
7.1	Staff Training & Development	Formation et perfectionnement professionnel – Personnel	105,188	36,747	44,046	77,204	27,596	70,000	60,000	75,000
7.2	Mgt. Training & Development	Formation et perfectionnement professionnel – Direction	35,580	7,660	97,430	35,642	49,297	50,000	50,000	30,000
7.3	President Training & Development	Formation et perfectionnement professionnel – Président(e)	5,123	2,304		8,755	16,000	20,000	10,000	10,000
7.4	Language training	Formation linguistique			78	250	6,000	25,000	25,000	35,000
7.5	Labour Relations Training	Formation – Agent(e)s des relations de travail						30,000	50,000	
8	Legal Fees	Frais juridiques	1,090,705	567,213	943,889	627,959	1,177,000	875,000	975,000	870,000
8.1	Legal - Membership Representation	Frais juridiques – Représentation des membres	523,263	259,511	369,501	493,956	625,000	500,000	600,000	360,000
8.2	Legal -Bylaw 5, Constitution	Frais juridiques – Règlement 5, Statuts	24,761	10,954	19,888		2,000	25,000	25,000	100,000
8.3	Legal - Internal	Frais juridiques – Interne	542,681	296,747	554,500	134,003	550,000	250,000	250,000	325,000
8.4	Legal - Contingency Fund	Frais juridiques – Fonds de prévoyance						100,000	100,000	85,000

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			2019	2020	2021	2022	2023	2024	2025	2023
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9	Professional Fees	Honoraires	1,094,836	494,734	771,570	1,255,220	855,314	874,500	889,725	560,000
9.1	Mgmt fees - Cash and Pension Investments	Frais de gestion des placements (fonds liquides et régime de retraite)	733,748	225,287	207,246	269,743	290,000	304,500	319,725	200,000
9.2	Consultants fees	Honoraires d'experts-conseils	240,460	232,610	499,800	928,299	500,000	500,000	500,000	300,000
9.3	Audit	Honoraires de vérification comptable	120,627	36,838	64,523	57,178	65,314	70,000	70,000	60,000
10	Office & Administration	Frais administratifs	347,438	180,110	162,373	238,745	312,533	409,000	422,000	317,000
10.1	External Printing	Impression externe	11,970		11,330		340	1,000	1,000	1,000
10.2	Postage/Shipping	Affranchissement et expédition	10,699	2,890	14,718	3,513	5,785	6,000	6,000	5,000
10.3	Telephone	Téléphone	64,553	49,561	56,838	62,712	68,504	72,000	75,000	65,000
10.4	Internet	Internet	12,449	10,408	11,275	9,397	10,285	11,000	12,000	10,000
10.5	Supplies	Fournitures de bureau	55,676	18,523	(3,106)	28,759	50,000	30,000	30,000	50,000
10.6	Rental of equipment	Location de matériel	12,843	7,820	4,129	6,150	2,300	-	-	12,000
10.7	Reference material	Ouvrages de référence	30,741	43,502	37,815	40,632	53,500	60,000	60,000	50,000
10.8	Repairs and maintenance	Réparations et entretien	18,313	1,153	387	1,821	1,100	2,000	2,000	5,000
10.9	Insurance	Assurances	53,203	39,823	19,397	55,891	65,000	90,000	99,000	50,000
10.10	Bank charges	Frais bancaires	2,859	1,975	2,944	3,460	7,000	7,000	7,000	4,000
10.11	Miscellaneous	Divers	74,132	4,455	6,646	18,839	9,000	30,000	30,000	55,000
10.12	Relocation Expenses	Frais de réinstallation				7,571	39,719	-	-	10,000
10.13	Recruitment Expenses	Frais de recrutement						100,000	100,000	-
11	Capital Asset Purchases	Achats d'immobilisations	88,517	87,753	38,727	25,449	100,000	150,000	150,000	283,333
11.1	Business Equipment	Équipement de bureau	39,012	41,965	3,178			-	-	
11.2	Office Furniture	Mobilier de bureau	10,778	16,284	6,061			-	-	
11.3	Amortization - F&F	Amortissement – Mobilier et agencements	38,727	29,503	29,488	25,449	100,000	150,000	150,000	283,333
12	Rent and Operating Expenses	Loyers et frais d'exploitation	1,326,666	815,927	685,587	760,391	952,200	1,268,842	1,290,676	862,000
12.1	Rent	Loyers	678,032	382,658	414,444	366,765	412,600	464,987	464,987	419,998
12.2	Operating	Frais d'exploitation	648,634	433,269	271,143	393,626	539,600	545,854	567,689	442,002
12.3	Amortization - Leasehold Improvements	Amortissement – Améliorations locatives						258,000	258,000	
13	Information Technology Expense	Dépenses en technologies de l'information	379,008	254,662	236,629	229,124	331,146	377,063	387,063	182,000
13.1	Web site	Site Web	38,555	6,088	(9,581)	6,504	8,220	20,000	20,000	20,000
13.2	Licenses/Subscriptions	Licences et abonnements	291,617	208,271	152,902	165,594	265,000	270,000	280,000	160,000
13.3	Amortization - Intangibles & Computer Equipment	Amortissement – Immobilisations incorporelles et matériel informatique		37,383	85,510	57,027	57,926	87,063	87,063	
13.4	Minor capital Purchases (<\$1,000)	Achats d'immobilisations de valeur réduite (< 1 000 \$)	48,835	2,920	7,797			-	-	2,000
14	Travel	Déplacements	146,123	17,880	(4,490)	119,162	66,947	200,000	200,000	292,000
14.1	LRO representational services	ART – Services de représentation	70,281	16,930	1,016	6,489	589	70,000	70,000	100,000
14.2	Conferences	Conférences	73,168	950	(5,506)	8,670	-	20,000	20,000	70,000
14.3	President travel	Déplacements – Président(e)				10,878	2,859	10,000	10,000	30,000
14.4	President Regional Council Travel	Déplacements pour se rendre aux conseils régionaux – Président(e)				1,362		10,000	10,000	12,000
14.5	Travel to locals : President	Déplacements pour se rendre aux sections locales – Président(e)				47,882	31,000	50,000	50,000	50,000
14.6	Travel to locals: Staff & NEC	Déplacements pour se rendre aux sections locales – Personnel et CEN	2,673			43,881	32,500	40,000	40,000	30,000

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15	Meetings	Réunions et assemblées	558,325	213,093	322,239	517,463	682,249	977,000	752,000	696,667
15.1	AGM/MBM	AGA/Assemblée générale concernant le budget	186,224	24,322	11,580	42,045	73,500	100,000	100,000	100,000
15.2	National Executive	Comité exécutif national	230,349	70,419	123,921	233,492	290,000	325,000	350,000	200,000
15.3	Committees	Comités	35,453	24,274	17,648	34,672	35,000	55,000	65,000	50,000
15.4	LLC / Presidents Council	Conseil des dirigeant(e)s des sections locales / Conseil des président(e)s	14,201	3,082	9,096	13,421	21,012	160,000	-	15,000
15.5	Transportation	Transport public				391	3,000	2,000	2,000	-
15.6	Salary reimbursement - subcommittees	Remboursements de salaire – Sous-comités	60,967	87,022	73,773	43,746	57,500	65,000	65,000	130,000
15.7	Networking	Dépenses de réseautage	2,716	374	64	100	2,025	15,000	15,000	5,000
15.8	Staff Meetings	Réunions du personnel	7,204	3,601	12,098	33,385	34,000	30,000	30,000	10,000
15.9	Mobilization, Engagement, Educ.	Mobilisation, sensibilisation, éducation	1,422		4,000	49,725	70,000	50,000	50,000	20,000
15.10	Candidate's Forum	Forum des candidat(e)s					20,000			15,000
15.11	Regional councils	Conseils régionaux	19,789		463	9,523	8,000	50,000	50,000	45,000
15.12	NEC Special Meetings	Réunions extraordinaires du CEN			8,941	28,950	22,300	25,000	25,000	10,000
15.13	NEC Workshops	Ateliers – CEN			60,655		-	80,000	-	80,000
15.14	Staff Workshops	Ateliers – Personnel				28,013	45,913	20,000	-	16,667
16	Collective Bargaining	Négociation collective	183,562	2,483	89,086	255,855	245,000	300,000	300,000	320,000
16.1	Collective Bargaining	Négociation collective						100,000	200,000	
16.2	Pay Equity	L'équité salariale						200,000	100,000	
17	CLC	CTC	10,343	6,000	181,070	243,709	277,801	268,000	268,000	250,000
15.1	CLC per capita taxes	Capitation versée au CTC	10,343	6,000	176,940	243,183	238,000	243,000	243,000	225,000
15.2	CLC Convention/Committees	Congrès/comités du CTC			4,130	527	39,801	25,000	25,000	25,000
18	Local Rebates	Remises aux sections locales	168,111	53,468	27,195	56,535	112,000	175,000	175,000	155,000
16.1	Local Rebates	Remises aux sections locales	70,959	15,000	9,000	27,000	50,000	75,000	75,000	40,000
16.2	Nationally Managed Local Exp.	Dépenses de sections locales gérées par le bureau national	97,152	38,468	18,195	29,535	62,000	100,000	100,000	115,000
19	Donations	Dons	800		100	2,700	2,000	5,000	5,000	2,500
20	Contingency	Dépenses imprévues	-	-	-	-	-	300,000	300,000	450,000
19.1	Executive	Exécutif						200,000	200,000	300,000
19.2	Administrative	Administratif						100,000	100,000	150,000
Total expenses	Total des dépenses		12,929,470	7,405,468	9,049,604	11,644,687	14,367,178	16,560,515	16,802,540	14,543,834
	Members Resolutions	Résolutions des membres					400,000			
Surplus (deficit) operational	Excédent (déficit) opérationnel		3,547,815	4,931,745	3,608,230	729,853	1,049,659	(1,685,515)	(1,912,540)	(1,951,167)
Surplus (deficit) end of period	Excédent (déficit) en fin de période		3,547,815	4,931,745	3,608,230	729,853	1,049,659	(1,685,515)	(1,912,540)	(1,951,167)