

**CUPE Local 15 - VMECW**  
**Statement of Revenue and Expenditures**  
**For the Eleven Months ended November 30, 2020**

% of Budget to November 30, 2020 = 91.67%

	<b>2020 Budget</b>	<b>Jan 01 to Nov 30, 2020</b>	<b>\$ Under/ (Over) Budget</b>	<b>% of Budget</b>
<b>Revenue</b>				
4010 · Bank Interest	20,000	13,389	6,611	66.95%
4040 · Dues (1.95% of Reg Wage)	6,750,000	6,056,806	693,194	89.73%
4060 · \$9 Initiation/Local 15	9,000	4,554	4,446	50.60%
4725 · Transfer from Political Action Reserve	-	-	-	0.00%
<b>Total · Revenue</b>	<b>6,779,000</b>	<b>6,074,749</b>	<b>704,251</b>	<b>89.61%</b>
<b>Transfer to Reserves</b>				
5025 · Transfer to Political Action Reserve	-	-	-	0.00%
<b>Total · Transfers to Reserves</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>0.00%</b>
<b>Expenditures</b>				
<b>· Affiliation Costs</b>				
5001 · CUPE BC (.14% Reg Wage)	484,615	434,848	49,767	89.73%
5002 · CUPE Metro (.007% Reg Wage)	24,231	21,742	2,489	89.73%
5003 · CUPE National (.85% Reg Wage)	2,942,309	2,640,146	302,163	89.73%
5010 · BC Federation of Labour	44,675	40,951	3,724	91.66%
5015 · VDLC	29,090	21,816	7,274	74.99%
<b>Total · Affiliation Costs</b>	<b>3,524,920</b>	<b>3,159,503</b>	<b>365,417</b>	<b>89.63%</b>
<b>· Community Support</b>				
5051 · Community Donations	12,000	5,964	6,036	49.70%
5053 · Community Support - Arts & Cultural	2,000	-	2,000	0.00%
5055 · Labour Movement Support	10,000	1,999	8,001	19.99%
5060 · Political Action	-	-	-	0.00%
<b>Total · Community Support</b>	<b>24,000</b>	<b>7,963</b>	<b>16,037</b>	<b>33.18%</b>
<b>· Contract Enforcement</b>				
	120,000			
5101 · City and Parks et al		46,545		
5105 · Chartwells/Compass		-		
5110 · Emily Carr		621		
5115 · Langara College		3,989		
5120 · Museums		2,241		
5125 · Van Art Gallery		5,462		
5130 · Van Coastal Health Authority		16,333		
5150 · Van School Board		20,212		
<b>Total · Contract Enforcement</b>	<b>120,000</b>	<b>95,403</b>	<b>24,597</b>	<b>79.50%</b>
<b>· Negotiations</b>				
	140,000			
5210 · City et al Bargaining		17,980		
5220 · Chartwells/Compass Bargaining		-		
5230 · Emily Carr Bargaining		4,733		
5235 · Student Union of VCC Bargaining		-		
5240 · Langara College Bargaining		8,949		
5243 · Langara Student Union		-		
5245 · Museums Bargaining		166		
5250 · Van Art Gallery Bargaining		-		
5255 · Van Coastal Health Bargaining		17,426		
5265 · Van School Board Bargaining		13,544		
5290 · Contract Printing	10,000	182	9,818	1.82%
<b>Total · Negotiations</b>	<b>150,000</b>	<b>62,980</b>	<b>87,020</b>	<b>41.99%</b>

	2020 Budget	Jan 01 to Nov 30, 2020	\$ Under/ (Over) Budget	% of Budget
<b>· Executive &amp; Committee Costs</b>				
5305 · Union Promotion	40,000	21,369	18,631	53.42%
5320 · Elections - CUPE 15	12,000	29,256	(17,256)	243.80%
5345 · Executive - Book off	25,000	22,212	2,788	88.85%
5350 · Executive - General	20,000	10,588	9,412	52.94%
5352 · Executive - Communication	9,000	5,325	3,675	59.17%
5353 · Strategic Planning - Think Tank	18,000	-	18,000	0.00%
5355 · Fightback Campaigns	10,000	-	10,000	0.00%
NEW 5357 · Classifications Committee	5,000	-	5,000	0.00%
5360 · Finance Committee	3,000	984	2,016	32.80%
5370 · Grievance Committee	6,000	2,855	3,145	47.58%
5374 · New & Young Workers Committee	2,000	-	2,000	0.00%
5380 · OH&S Committee	5,000	3,932	1,068	78.64%
5385 · Other Committees	7,000	1,914	5,086	27.34%
5390 · Staff Advisory Committee	5,000	1,481	3,519	29.62%
5395 · Union Education Committee	4,000	377	3,623	9.43%
Total · Executive & Committee Costs	171,000	100,293	70,707	58.65%
<b>· Member Info &amp; Meetings</b>				
5455 · Conferences - Municipal / CIGan	20,000	229	19,771	1.15%
5457 · Conferences/Courses - Miscellaneous	60,000	13,679	46,321	22.80%
5460 · Conventions - CUPE National / CUPE BC	25,000	-	25,000	0.00%
5462 · Conventions - CLC / BC Fed	20,000	3,261	16,739	0.00%
5470 · General/Meetings Members	16,000	5,277	10,723	32.98%
5472 · Member Recognition - pins	500	-	500	0.00%
5475 · Members' Voice Printing & Postage	100,000	103,574	(3,574)	103.57%
5480 · Website Maintenance	15,000	7,717	7,283	51.45%
5485 · Communications	10,000	2,709	7,291	27.09%
Total · Member Info & Meetings	266,500	136,446	130,054	51.20%
<b>· Shop Steward Costs</b>				
5515 · Chief Shop Steward	36,000	15,598		
5560 · In-town Courses/Orientations	40,000	13,717		
5565 · Out of Town Courses	50,000	42,420		
5567 · Stewards - Book Off	60,000	23,825		
5570 · Stewards - General	18,000	-		
5572 · Stewards - City		1,001		
5574 · Stewards - Cultural		17		
5581 · Stewards - Health		40		
5584 · Stewards - Langara		77		
5586 · Stewards - Parks		-		
5595 · Stewards - VSB		1,887		
Total · Shop Steward Costs	204,000	98,582	105,418	48.32%
<b>· Secretary Treasurer Costs</b>				
5610 · Secretary Treasurer - Wages	83,650	73,700	9,950	88.11%
5620 · Secretary Treasurer - Benefits	17,570	16,955	615	96.50%
5630 · Transportation Expenses	500	245	255	49.00%
Total · Secretary Treasurer Costs	101,720	90,900	10,820	89.36%
<b>· President Costs</b>				
5660 · President - Wages	83,650	75,314	8,336	90.03%
5670 · President - Benefits	20,915	17,404	3,511	83.21%
5675 · Transportation Expenses	500	320	180	64.00%
Total · President Costs	105,065	93,038	12,027	88.55%

	<b>2020 Budget</b>	<b>Jan 01 to Nov 30, 2020</b>	<b>\$ Under/ (Over) Budget</b>	<b>% of Budget</b>
<b>Field Staff Expenses</b>				
5704 · Permanent Rep Car Allowance	44,000	40,505	3,495	92.06%
5710 · Field Staff Cars - Gas, Maint & Ins	32,500	26,206	6,294	80.63%
5715 · Field Staff Salaries	494,300	466,488	27,812	94.37%
5720 · Field Staff Training	15,000	5,928	9,072	39.52%
5725 · Temp Field Staff (inc benefits)	146,790	32,636	114,154	22.23%
5730 · Temp Field Staff - Cars, Transport	20,000	898	19,102	4.49%
<b>Total · Field Staff Expenses</b>	<b>752,590</b>	<b>572,661</b>	<b>179,929</b>	<b>76.09%</b>
<b>Clerical Staff Costs</b>				
5755 · Accounting Salaries	141,000	133,997	7,003	95.03%
5760 · Acctg - Temp (inc benefits)	6,000	-	6,000	0.00%
5775 · Clerical Salaries	278,000	269,033	8,967	96.77%
5780 · Clerical Training	9,000	1,731	7,269	19.23%
5785 · Temp Clerical (inc benefits)	30,000	7,705	22,295	25.68%
<b>Total · Clerical Staff Costs</b>	<b>464,000</b>	<b>412,466</b>	<b>51,534</b>	<b>88.89%</b>
<b>Building Maintenance Worker Costs</b>				
5805 · Building Maintenance Worker Salary	41,500	38,373	3,127	92.47%
5810 · Temp BMW (inc benefits)	6,000	2,779	3,221	46.32%
<b>Total · Building Maintenance Worker Costs</b>	<b>47,500</b>	<b>41,152</b>	<b>6,348</b>	<b>86.64%</b>
<b>Staff Benefits</b>				
5905 · CPP	34,150	34,224	(74)	100.22%
5910 · EI	16,050	13,291	2,759	82.81%
5920 · Group Insurance	9,600	7,690	1,910	80.10%
5930 · Med/Ext Health/Dental	86,400	74,006	12,394	85.66%
5935 · Municipal Pension Plan	95,600	88,609	6,991	92.69%
5945 · VESP Savings	19,100	17,880	1,220	93.61%
5950 · Workers Comp. (WCB)	5,000	2,205	2,795	44.10%
<b>Total · Staff Benefits</b>	<b>265,900</b>	<b>237,905</b>	<b>27,995</b>	<b>89.47%</b>
<b>Office &amp; Admin Costs</b>				
6005 · Audit Fees	16,500	787	15,713	4.77%
6010 · Bank Charges	3,500	2,546	954	72.74%
6015 · Books, Publications & Subscriptions	14,000	11,536	2,464	82.40%
6020 · Facility Fees	229,470	210,348	19,122	91.67%
6025 · Cellulars	7,000	4,923	2,077	70.33%
6035 · Equip & Furniture Lease	229,560	210,430	19,130	91.67%
6045 · Postage & Courier	25,000	21,820	3,180	87.28%
6050 · Stationery/Office Supplies	29,000	16,224	12,776	55.94%
6055 · Telephone, Internet	15,500	8,715	6,785	56.23%
6060 · IT Service/Support	12,250	11,046	1,204	90.17%
<b>Total · Office &amp; Admin Costs</b>	<b>581,780</b>	<b>498,375</b>	<b>83,405</b>	<b>85.66%</b>
<b>Total · Expenditures</b>	<b>6,778,975</b>	<b>5,607,667</b>	<b>1,171,308</b>	<b>82.72%</b>
<b>Surplus/(Deficit)</b>	<b>25</b>	<b>467,082</b>	<b>(467,057)</b>	