

## **Budget Category Definitions:**

Member Dues – Amount collected per pay period for each employee member.

Per Capita – Cupe National – Amount that Local 387 pays based on the number of full time and part time employees to CUPE National.

Affiliations – These are all groups that local 387 is a member of and the amount we contribute to continue accessing the benefits delivered by those affiliations

Salaries – This covers the salary and benefits of the regular full time officer and the part time office staff.

Office – Any upgrades to the office that are not part of the building (ie: furniture, shelving, wall art....)

Executive – The honorariums that the executive members each receive each month

Bargaining – Expenses related to any bargaining the union conducts. This can include staff time to attend meetings, printing of documents, room rentals, supplies, etc...

Grievances – This includes legal fees for arbitration and any other expenses related to a member grievance.

Conventions/Conferences – Conventions are a requirement for members to attend as part of union business. This includes staff time, travel, accommodations, if required, etc. Conferences, although not a requirement, are beneficial for members to attend and are offered based on the union's needs.

Education – Educational courses are offered by different affiliations and are beneficial to members and often a requirement for the executive committee. This includes the cost of the courses and staff leave of absences and other expenses involved with attending a course.

Donations & Contributions – CUPE 387 has some standing donations each year and take into consideration any requests that come from within the City of New Westminister.

Events – Any events that the public relations committee organizes for the members. This includes, Christmas, golf, curling, softball, etc...

Committee Expenses – The union has several different committees that require members to meet and this can involve staff leave of absences and other expenses related to the operation of the committee.

Holdings Society – Local 387 owns their own office and there are expenses related to the operation of the office, such as strata fees, property taxes, legal fees and renovations.

Operating Expenses – This involves all the day to day expenses that come up such as office supplies, electricity bills, cell phone bills, internet, etc. This also includes welfare gifts/flowers for members and the retirement payouts to the members based on years of service.

## 2024 Proposed Budget

2024 Budget Totals	Percentage	Estimated	Actual
<b>Revenues:</b>			
<b>Member Dues</b>	100%	\$ 750,000.00	
<b>Expenditures:</b>			
<b>Per Capita - CUPE National</b>	40%	\$ 300,000.00	
<b>Affiliations - CUPE BC, CUPE Metro, NWDL, BC Fed of Labour</b>	9%	\$ 67,500.00	
<b>Salaries - Regular &amp; Part time Staff</b>	22.5%	\$ 168,750.00	
<b>Executive (honorariums)</b>	4%	\$ 30,000.00	
<b>Bargaining, Incl LOA</b>	5%	\$ 37,500.00	
<b>Grievances</b>	3%	\$ 22,500.00	
<b>Conventions/Conferences Incl LOA</b>	2%	\$ 15,000.00	
<b>Education Incl LOA</b>	1%	\$ 7,500.00	
<b>Donations &amp; Contributions</b>	1%	\$ 7,500.00	
<b>Events</b>	1.5%	\$ 11,250.00	
<b>Committee Expenses Incl LOA</b>	0.5%	\$ 3,750.00	
<b>Holdings Society</b>	2%	\$ 15,000.00	
<b>Operating Expenses</b>	8.5%	\$ 63,750.00	
<b>Total Expenditures</b>	100%	\$ 750,000.00	
<b>Surplus (Deficit)</b>			

Holding Society Expenditure Details	Estimated	Actual
Taxes	\$ 5,500.00	
Strata	\$ 7,000.00	
Legal	\$ 1,500.00	
Reno	\$ 8,000.00	
<b>Total</b>	<b>\$22,000.00</b>	
*Reno amount is carried over from previous years		