



FINANCIAL REPORT EXECUTIVE MEETING March 20th, 2021

Please find attached the Financial Report for the period covering January and February 2021

JANUARY 2021

Our total expenses for January 2021:	- \$222,548.28	Page 2
Our total deposits for January 2021:	<u>+\$263,509.81</u>	Page 2
A surplus in the month of January	+\$ 40,961.53	Page 2

FEBRUARY 2021

Our total expenses for February 2021:	- \$242,923.14	Page 2
Our total deposits for February 2021:	<u>+\$250,554.15</u>	Page 2
A surplus in the month of February	+\$ 7,631.01	Page 2

Year to Date: January – February 2021

Our total expenses for January – February 2021:	- \$465,471.42	Page 3-4
Our total deposits for January – February 2021:	<u>+\$514,063.96</u>	Page 3-4
A total year surplus at the end of February	+\$ 48,592.54	Page 3-4

Balance Sheet

Closing Bank Balance <u>All Accounts</u> Ending February 2021	+\$ 444,273.22	Page 4
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Explanation to Expense Categories: January through December 2020 Page 4-7

2021 Proposed Budget Page 8-9

2021 Budget vs Actual (January through February) Page 9-10

Units in Bargaining and Items to Mention 2021 Page 10

REVISED AND RECONCILED MONTHLY TOTALS

<u>Month</u>	<u>Income</u>	<u>Expense</u>	<u>Difference</u>	<u>Balance</u>
January	263,509.81	- 222,548.28	+ 40,961.53	+ 40,961.53
February	250,554.15	- 242,923.14	+ 7,631.01	+ 48,592.54
Yearly Total	514,063.96	- 465,471.42	+ 48,592.54	+ 48,592.54

March 12th, 2021 Bill Gaucher Secretary Treasurer Unifor Local 114

*****Video Conference call held on - Friday March 12th – Executive & Staff *****

*****Video Conference call held on - Saturday March 20th – General Meeting*****

January and February 2021 - Monthly Deposits vs Expenses

	<u>Jan 21</u>	<u>Feb 21</u>	<u>TOTAL</u>
Income			
D1 (NATIONAL OFFICE DUES)	210,203.27	199,339.44	409,542.71
D13 (INITIATION FEE)	880.00	150.00	1,030.00
D16 (POSTAGE)	1,937.19	419.81	2,357.00
D18 (SAFETY REMITTANCE)	675.87	581.17	1,257.04
D2 (VANCOUVER ISLAND SUB LOCAL)	42,781.10	20,733.09	63,514.19
D20 (LOCAL EDUCATION FUND)	6,688.58	4,167.66	10,856.24
D4 (NATIONAL REBATE)	0.00	21,500.00	21,500.00
D8 (OTHER)	343.80	3,662.98	4,006.78
Total Income	<u>263,509.81</u>	<u>250,554.15</u>	<u>514,063.96</u>
Gross Profit	263,509.81	250,554.15	514,063.96
Expense			
1 (DUES & FEES TO NATIONAL)	108,701.44	102,281.51	210,982.95
11 (DUES REFUNDS)	0.00	50.00	50.00
12 (MEALS & COFFEE EXPENSES)	100.92	13.44	114.36
16 (POSTAGE & COURIER SERVICE)	1,909.22	3,566.90	5,476.12
17 (EQUIPMENT RENTALS/PAYMENT)	670.01	5,411.04	6,081.05
18 (CONTRIBUTIONS & GIFTS)	3,534.95	4,473.87	8,008.82
2 (OFFICE SUPPLIES)	434.25	1,817.20	2,251.45
21 (ARBITRATOR AND LAWYER FEES)	4,431.25	0.00	4,431.25
25 (LIFE INSURANCE & POLICIES)	8,827.99	6,914.68	15,742.67
27 (UNION JACKET/PENS/HATS)	4,489.80	0.00	4,489.80
28 (OTHER)	3,430.00	7,247.38	10,677.38
29 (VEHICLE ALLOWANCES)	5,725.00	5,725.00	11,450.00
30 (CAW-COUNCIL DUES)	2,013.00	1,894.12	3,907.12
32 (BARGAINING UNIT EXPENSES)	3,755.23	17,631.28	21,386.51
33 (WCB APPEAL EXPENSES)	1,629.78	0.00	1,629.78
4 (LABOUR COUNCIL'S)	725.00	0.00	725.00
45 (VANCOUVER ISLAND SUB LOCAL)	2,235.81	4,169.25	6,405.06
5 (EDUCATION COSTS)	550.75	543.90	1,094.65
6 (HALL RENTAL)	4,362.14	4,362.14	8,724.28
7 (TELEPHONE EXPENSES)	628.56	736.00	1,364.56
79 (Adjustment Committee Fund)	84.00	84.00	168.00
8 (BANK CHARGES)	67.00	63.50	130.50
P_ADVANCES (ADVANCES GIVEN)	0.00	0.00	0.00
Payroll Expenses	<u>64,242.18</u>	<u>75,937.93</u>	<u>140,180.11</u>
Total Expense	<u>222,548.28</u>	<u>242,923.14</u>	<u>465,471.42</u>
Net Income	<u>40,961.53</u>	<u>7,631.01</u>	<u>48,592.54</u>

January through February 2021 - Yearly Deposits vs Expenses

	<u>TOTAL</u>
Income	
D1 (NATIONAL OFFICE DUES)	409,542.71
D13 (INITIATION FEE)	1,030.00
D16 (POSTAGE)	2,357.00
D18 (SAFETY REMITTANCE)	1,257.04
D2 (VANCOUVER ISLAND SUB LOCAL)	63,514.19
D20 (LOCAL EDUCATION FUND)	10,856.24
D4 (NATIONAL REBATE)	21,500.00
D8 (OTHER)	<u>4,006.78</u>
Total Income	<u>514,063.96</u>
Gross Profit	514,063.96
Expense	
1 (DUES & FEES TO NATIONAL)	210,982.95
11 (DUES REFUNDS)	50.00
12 (MEALS & COFFEE EXPENSES)	114.36
16 (POSTAGE & COURIER SERVICE)	5,476.12
17 (EQUIPMENT RENTALS/PAYMENT)	6,081.05
18 (CONTRIBUTIONS & GIFTS)	8,008.82
2 (OFFICE SUPPLIES)	2,251.45
21 (ARBITRATOR AND LAWYER FEES)	4,431.25
25 (LIFE INSURANCE & POLICIES)	15,742.67
27 (UNION JACKET/PENS/HATS)	4,489.80
28 (OTHER)	10,677.38
29 (VEHICLE ALLOWANCES)	11,450.00
30 (CAW-COUNCIL DUES)	3,907.12
32 (BARGAINING UNIT EXPENSES)	21,386.51
33 (WCB APPEAL EXPENSES)	1,629.78
4 (LABOUR COUNCIL'S)	725.00
45 (VANCOUVER ISLAND SUB LOCAL)	6,405.06
5 (EDUCATION COSTS)	1,094.65
6 (HALL RENTAL)	8,724.28
7 (TELEPHONE EXPENSES)	1,364.56
79 (Adjustment Committee Fund)	168.00
8 (BANK CHARGES)	130.50
P_ADVANCES (ADVANCES GIVEN)	0.00
Payroll Expenses	<u>140,180.11</u>
Total Expense	<u>465,471.42</u>
Net Income	<u><u>48,592.54</u></u>

Balance Sheet – Ending February 2021

	<u>28 Feb 21</u>
ASSETS	
Current Assets	
Chequing/Savings	
@Unifor2020	37,336.66
@Unifor2021	337,594.33
Adjustment Account (DHL/Loomis) (Adjustment Account Fund)	4,947.69
CAW 114 RECREATION (CAW 114 Recreation Committee)	6,678.11
DHL Owner Operators (Owner Operators Special Fund)	3,121.69
Long BID Term 3 (Term Deposit Account (Former L432))	25,522.21
Long Bid Term Piper (Gordon Piper Scholarship Funds)	5,450.11
Loomis Owner Operators (Owner Operators Special Fund)	<u>23,622.42</u>
Total Chequing/Savings	<u>444,273.22</u>
Total Current Assets	<u>444,273.22</u>
TOTAL ASSETS	<u>444,273.22</u>
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Other Current Liabilities	
Payroll Liabilities	<u>111.69</u>
Total Other Current Liabilities	<u>111.69</u>
Total Current Liabilities	<u>111.69</u>
Total Liabilities	111.69
Equity	
Opening Bal Equity	427,373.82
Retained Earnings	-31,804.83
Net Income	<u>48,592.54</u>
Total Equity	<u>444,161.53</u>
TOTAL LIABILITIES & EQUITY	<u>444,273.22</u>

Explanation to Expense Categories: JANUARY THROUGH FEBRUARY 2021

DUES & FEES TO NATIONAL: (\$ 210,982.95)

This is the amount of dues turned over to National Office from all dues collected.

MEDICAL SERVICE PLAN B.C.: (\$ 0.00) No longer have to issue payment.

This is for the BC Medical Coverage for staff (8 Employees/2 Retirees).

DUES REFUNDS: (\$ 50.00)

This is where any Dues Refunds or adjustments are listed.

MEALS & COFFEE EXPENSES: (\$ 114.36) also included in Bargaining Unit Expenses

Covers any and all expenses within the Local, Special Conferences and Conventions.

PARKING & TAXI EXPENSES: (\$ 0.00) also included in Bargaining Unit Expenses

Covers any and all expenses within the Local, Special Conferences and Conventions etc.

AIR & TRAVEL EXPENSES: (\$ 0.00) also included in Bargaining Unit Expenses

Covers any and all expenses within the Local, Special Conferences and Conventions etc.

HOTEL & MEETING ROOMS: (\$ 0.00) also included in Bargaining Unit Expenses

Covers any and all expenses within the Local, Special Conferences and Conventions etc.

POSTAGE & COURIER SERVICE: (\$ 5,476.12)

Covers all postage charges and any Courier Service (Includes By-Election mail out).

We have taken over administration of the Pitney Bowes Leased postage equipment and filling of postage in the machine for the locals.

EQUIPMENT RENTALS/PAYMENT: (\$ 6,081.05)

Covers any and all lease/equipment payments and any Office Equipment purchases and services.

Includes all yearly software licenses for our computers and server. We have taken over admiration of the Pitney Bowes Leased postage equipment and filling of postage in the machine for the locals, Video Conferencing and Simply Voting.

CONTRIBUTIONS & GIFTS: (\$ 8,008.82)

Covers any Financial Assistance and contributions, United Way Campaign Local Donations, Strike Assistance, Flowers, Fruit Baskets to injured/sick members and any Memorial Service requests, BC Fed Action. Includes our Annual Variety Children's Charity (as per By-Laws \$4,300.00) and Realistic Society House \$3,000.00.

OFFICE SUPPLIES: (\$ 2,251.45)

Covers any supplies for the office.

LAWYER FEES and ARBITRATOR FEES: (\$ 4,431.25)

Covers any Lawyer Fees and any Expenses related to Arbitration's and Arbitrator's Fees.

REVENUE CANADA ADJUSTMENTS: (\$ 0.00)

Covers any adjustments and credits for Revenue Canada, Canada Pension and E.I.

LIFE INSURANCE & POLICIES: (\$ 15,742.67)

This covers all Health and Welfare Premiums, Office Insurance coverage, Equipment Insurance, Insurance Rebates.

SOCIAL COMMITTEES: (\$ 0.00)

This covers any functions in the (Unit BBQ's included in Bargaining Unit expenses) Local for Recreation, BBQ's etc.

UNION JACKET/PENS/HATS (\$ 4,489.80)

This covers any purchase of Union paraphernalia.

OTHER: (\$ 10,677.38)

This covers all the expenses that don't fit properly in all the other categories.

Some of the examples are: Closing out of accounts transfers, All Grievance Settlements channeled through the Local, Membership Fees, Affiliation Fees, Leadership Training Fund, Assessments, Translation Fees, Vehicle Insurance Rebates, CHIPS Programs fees for ICS Group, Convention Costs, Summons for Labour Board Hearings, Convention

registration fees, Computer service work, Strike Clean Up Charges, Garbage collection fees, Medical Letters, Office Leasehold Improvements, Child Care Expenses, Organizing Research Searches and Bank Equity Requirements.

VEHICLE ALLOWANCES: (\$ 11,450.00)

All Full Time Local Representatives, Full Time Executive Members and Staff Collective Agreement Vehicle Allowances.

B.C. FEDERATION OF LABOUR: (\$ 0.00)

Per Capita Dues. Unifor has withdrawn from the BC Fed effective December 2016. Once our dispute is over we will start paying again. Started up again in September 1st, 2017 through December 2017. NO DUES GOING TO BC FED OR LABOUR COUNCILS. UNIFOR DISPUTE WITH CLC.

COUNCIL DUES: (\$ 3,907.12)

Unifor Council Fees.

INVOICE'S: (\$ 0.00) Included in Code 32 and 45

Owner Operator or Dependent Contractor Invoices for Lost Revenue not included in Bargaining Unit Expenses.

BARGAINING UNIT EXPENSES: (\$ 21,386.51)

This includes any and all expenses related to Bargaining Unit(s) within the Local. Meals and Coffee, Parking, Air and Travel, Hotel and Meeting Rooms, Strike Supplies, Owner Operator Invoices, Telephone Expense, Negotiations, Late Dues, Owner Operator Invoices, Conciliation and any other items not listed here.

WCB APPEAL EXPENSES: (\$ 1,629.78)

Total labour costs for doing WCB Appeal Cases for our Members. Costs are already included in the employer costs for our full-time staff. Basic appeals are started by our local representatives and then the appeals are handled by Lloyd Hynes our WCB/WCAT Consultant.

LABOUR COUNCIL'S: (\$ 725.00) ***

Per Capita Dues For: New Westminster & District Labour Council, Vancouver & District Labour Council, Victoria & District Labour Council, Port Alberni & District Labour Council, Nanaimo & District Labour Council, Campbell River, Courtney & District Labour Council, Kamloops & District Labour Council, North Central Labour Council, Unifor Hotel, Restaurant, Gaming and Catering (Hospitality Sector) Council, Unifor Road Transport Council, Unifor Aerospace Council, Fraser Valley Labour Council. *** **Many of these are paid quarterly throughout the year.** All of the Labour Councils have cancelled (as per Instructions from the CLC) our participation due to our withdrawal from the CLC, NO DUES GOING TO BC FED OR LABOUR COUNCILS. UNIFOR DISPUTE WITH CLC.

UNION LEAVE REIMBURSEMENT: (\$ 0.00) Included in Code 32 & 45 Any lost wages that were paid by an employer for a leave of absence that was requested by the Local. Also included in Code 32 (Bargaining Unit Expenses).

STRIKE EXPENSES: (\$ 0.00)

This would include and expenses in preparation of a strike or actual expenses dealing with a strike.

PAID EDUCATION LEAVE PROGRAM: (\$ 0.00)

PEL Funds sent directly to our Local from Bargaining Units and then forwarded to National. (Received

\$5,104.58 from Trimac/Westland; \$2,500.00 ICS Courier; \$989.66 Salvation Army; \$746.55 Landmark).

RETIREE'S: (\$ 0.00)

Covers expenses that are paid on behalf of the Retiree's Committee. Includes, such events as the annual dinner/dance and annual conference in Port Elgin, Ontario.

VANCOUVER ISLAND SUB LOCAL EXPENSES: (\$ 6,405.06)

Covers any and all expenses to run the Island Office, including wages.

EDUCATION COSTS: (\$ 1,094.65)

Covers any and all expenses related to our Education Programs within the Local. Includes all costs for our Local Committees. We sent members to the CO-OP Strike. Election Work.

HALL RENTAL: (\$ 8,724.28)

Office rental space at New Westminster, BC.

TELEPHONE EXPENSES: (\$ 1,364.56)

Covers all Telephone, Fax and Cell phone usage.

BANK CHARGES: (\$ 130.50)

Account charges and any NSF Cheques (\$ _____) returned that have not been reimbursed.

ADJUSTMENT FUND: (\$ 168.00)

Any charges related to the DHL/Loomis Adjustment Committee Fund; Cell phone for Chair.

WORKERS COMPENSATION EMPLOYER COSTS: (\$ 1,560.78)

WCB Coverage for staff and wage loss claims within the Local.

ADVANCES GIVEN/RETURNED: (\$ - 0.00)

Any returned advances that were given and reconciled on expense claim forms.

PAYROLL EXPENSES: (\$ 140,180.11)

Salary, Wages, Lost Time Vouchers. Includes all Employer costs, Revenue Canada, Canada Pension and Employment Insurance Premiums.

TOTAL JANUARY – FEBRUARY EXPENSE: 2021	- \$ 465,471.42
TOTAL JANUARY – FEBRUARY DEPOSITS: 2021	<u>+\$ 514,063.96</u>
DEFICIT/<u>SURPLUS</u> ENDING FEBRUARY: 2021	<u>+\$ 48,592.54</u>

Budget – 2021

	<u>Jan - Dec 21</u>
Income	
D1 (NATIONAL OFFICE DUES)	2,476,380.00
D13 (INITIATION FEE)	4,800.00
D16 (POSTAGE)	22,800.00
D18 (SAFETY REMITTANCE)	7,200.00

D2 (VANCOUVER ISLAND SUB LOCAL)	309,000.00
D20 (LOCAL EDUCATION FUND)	17,400.00
D3 (Loomis Owner Operators Fund)	9,300.00
D33 (WCB DEPARTMENT)	0.00
D4 (NATIONAL REBATE)	86,000.00
D44 (RETIREE'S)	1,200.00
D5 (NATIONAL EXPENSE CLAIMS)	48,000.00
D7 (TERM DEPOSIT INTEREST)	600.00
D8 (OTHER)	18,000.00
D80 (DHL Adjustment Funds)	1,800.00
D9 (INTEREST)	0.00
Total Income	<u>3,002,480.00</u>
Gross Profit	3,002,480.00
Expense	
1 (DUES & FEES TO NATIONAL)	1,272,000.00
11 (DUES REFUNDS)	1,200.00
12 (MEALS & COFFEE EXPENSES)	1,200.00
13 (PARKING & TAXI EXPENSES)	600.00
14 (AIR & TRAVEL EXPENSES)	6,000.00
15 (HOTEL & MEETING ROOMS)	3,000.00
16 (POSTAGE & COURIER SERVICE)	36,000.00
17 (EQUIPMENT RENTALS/PAYMENT)	48,000.00
18 (CONTRIBUTIONS & GIFTS)	24,000.00
2 (OFFICE SUPPLIES)	15,000.00
21 (ARBITRATOR AND LAWYER FEES)	24,000.00
25 (LIFE INSURANCE & POLICIES)	82,800.00
26 (SOCIAL COMMITTEES)	1,200.00
27 (UNION JACKET/PENS/HATS)	6,000.00
28 (OTHER)	36,000.00
29 (VEHICLE ALLOWANCES)	72,000.00
30 (CAW-COUNCIL DUES)	24,000.00
32 (BARGAINING UNIT EXPENSES)	241,200.00
33 (WCB APPEAL EXPENSES)	7,560.00
4 (LABOUR COUNCIL'S)	2,992.00
43 (PAID EDUCATION LEAVE PROGRAM)	9,600.00
44 (RETIREE'S)	2,400.00
45 (VANCOUVER ISLAND SUB LOCAL)	61,800.00
5 (EDUCATION COSTS)	54,600.00
6 (HALL RENTAL)	52,800.00
7 (TELEPHONE EXPENSES)	12,000.00
79 (Adjustment Committee Fund)	1,008.00
8 (BANK CHARGES)	720.00
9 (WORKERS COMPENSATION)	2,800.00
P_ADVANCES (ADVANCES GIVEN)	0.00
Payroll Expenses	<u>900,000.00</u>
Total Expense	<u>3,002,480.00</u>
Net Income	<u><u>0.00</u></u>

January – February 2021 Budget vs Actual

	Jan - Feb 21	Budget	\$ Over Budget	% of Budget
Income				
D1 (NATIONAL OFFICE DUES)	409,542.71	412,730.00	-3,187.29	99.23%
D13 (INITIATION FEE)	1,030.00	800.00	230.00	128.75%
D16 (POSTAGE)	2,357.00	3,800.00	-1,443.00	62.03%
D18 (SAFETY REMITTANCE)	1,257.04	1,200.00	57.04	104.75%
D2 (VANCOUVER ISLAND SUB LOCAL)	63,514.19	51,500.00	12,014.19	123.33%
D20 (LOCAL EDUCATION FUND)	10,856.24	2,900.00	7,956.24	374.35%
D3 (Loomis Owner Operators Fund)	0.00	0.00	0.00	0.0%
D33 (WCB DEPARTMENT)	0.00	0.00	0.00	0.0%
D4 (NATIONAL REBATE)	21,500.00	0.00	21,500.00	100.0%
D44 (RETIREE'S)	0.00	200.00	-200.00	0.0%
D5 (NATIONAL EXPENSE CLAIMS)	0.00	8,000.00	-8,000.00	0.0%
D7 (TERM DEPOSIT INTEREST)	0.00	100.00	-100.00	0.0%
D8 (OTHER)	4,006.78	3,000.00	1,006.78	133.56%
D80 (DHL Adjustment Funds)	0.00	300.00	-300.00	0.0%
D9 (INTEREST)	0.00	0.00	0.00	0.0%
Total Income	514,063.96	484,530.00	29,533.96	106.1%
Gross Profit	514,063.96	484,530.00	29,533.96	106.1%
Expense				
1 (DUES & FEES TO NATIONAL)	210,982.95	212,000.00	-1,017.05	99.52%
11 (DUES REFUNDS)	50.00	200.00	-150.00	25.0%
12 (MEALS & COFFEE EXPENSES)	114.36	200.00	-85.64	57.18%
13 (PARKING & TAXI EXPENSES)	0.00	100.00	-100.00	0.0%
14 (AIR & TRAVEL EXPENSES)	0.00	1,000.00	-1,000.00	0.0%
15 (HOTEL & MEETING ROOMS)	0.00	500.00	-500.00	0.0%
16 (POSTAGE & COURIER SERVICE)	5,476.12	6,000.00	-523.88	91.27%
17 (EQUIPMENT RENTALS/PAYMENT)	6,081.05	8,000.00	-1,918.95	76.01%
18 (CONTRIBUTIONS & GIFTS)	8,008.82	4,000.00	4,008.82	200.22%
2 (OFFICE SUPPLIES)	2,251.45	2,500.00	-248.55	90.06%
21 (ARBITRATOR AND LAWYER FEES)	4,431.25	4,000.00	431.25	110.78%
25 (LIFE INSURANCE & POLICIES)	15,742.67	13,800.00	1,942.67	114.08%
26 (SOCIAL COMMITTEES)	0.00	200.00	-200.00	0.0%
27 (UNION JACKET/PENS/HATS)	4,489.80	1,000.00	3,489.80	448.98%
28 (OTHER)	10,677.38	6,000.00	4,677.38	177.96%
29 (VEHICLE ALLOWANCES)	11,450.00	12,000.00	-550.00	95.42%
30 (CAW-COUNCIL DUES)	3,907.12	4,000.00	-92.88	97.68%
32 (BARGAINING UNIT EXPENSES)	21,386.51	40,200.00	-18,813.49	53.2%
33 (WCB APPEAL EXPENSES)	1,629.78	1,610.00	19.78	101.23%
4 (LABOUR COUNCIL'S)	725.00	748.00	-23.00	96.93%
43 (PAID EDUCATION LEAVE PROGRAM)	0.00	1,600.00	-1,600.00	0.0%
44 (RETIREE'S)	0.00	400.00	-400.00	0.0%
	6,405.06	10,300.00	-3,894.94	62.19%

45 (VANCOUVER ISLAND SUB LOCAL)				
5 (EDUCATION COSTS)	1,094.65	9,100.00	-8,005.35	12.03%
6 (HALL RENTAL)	8,724.28	8,800.00	-75.72	99.14%
7 (TELEPHONE EXPENSES)	1,364.56	2,000.00	-635.44	68.23%
79 (Adjustment Committee Fund)	168.00	168.00	0.00	100.0%
8 (BANK CHARGES)	130.50	120.00	10.50	108.75%
9 (WORKERS COMPENSATION)	0.00	700.00	-700.00	0.0%
P_ADVANCES (ADVANCES GIVEN)	0.00	0.00	0.00	0.0%
Payroll Expenses	140,180.11	150,000.00	-9,819.89	93.45%
Total Expense	<u>465,471.42</u>	<u>501,246.00</u>	<u>-35,774.58</u>	<u>92.86%</u>
Net Income	<u>48,592.54</u>	<u>-16,716.00</u>	<u>65,308.54</u>	<u>-290.7%</u>

Bargaining in 2020/2021: A lot of our Local unit Collective Agreements have expired and need to be scheduled for Bargaining. Bargaining outside of the Province will also be dealt with case by case. Video conferences and Simply Voting will be utilized for Bargaining until Health restrictions are removed or at least relaxed.

Educations costs include \$1,094.65: Publications: Human Rights; Employment Insurance Act and others. CND Association of Labour Media Annual membership.

Arbitrations and Lawyer's Fees \$ 4,431.25: We have many Arbitrations and Legal Issues within the Local this year and still lots of possible Arbitrations and Legal issues to be dealt with on the books for 2020 into 2021. Dealing with an issue at Hospitality Inn, which requires our Lawyers assistance to get an award through the courts if needed. Loomis and Cam Clark Ford Arbitrations.

Charitable Contributions (Donations) and Gifts \$8,008.82: Annual Donation to Variety the Children's Charity \$4,000.00; The Realistic Success Recovery Society \$3,000.00; WOR Veterans Memorial Donation; Cards and Flowers to members; Financial Assistance donations to members in need.

Other Items to mention:

- ** Trailer for BBQ is still on the books and not yet purchased; ** Arbitrations on the books for 2020 and into 2021.*
- ** We are not paying BC Federation of Labour or Labour Council per capita dues right now (about \$46,000.00 per year).*
- ** The Local is in the process of hiring a Local Representative for the Island. – On hold right now and will be re-evaluated in 2021.*
- **Our Local has withdrawing from the VIDC (at the end of December 2020) and will continue using our CHEK-TV office space and then once the Province opens up fully from COVID restrictions on the Island we will look for a new location if needed.*
- **The local will be meeting with the other Locals in the New West Hall to look at our WCB needs and how to move forward in 2021-2022.*
- **The local needs to build our relationship with the National Organizing department so that we can become active in organizing.*
- **The Local has a Public Storage Locker for our old files annual fee \$4,057.20.*
- ** The Local collects the fees from our ICS Owner Operators for their Commercial Liability Insurance and then forwards those fees to the Broker \$2,775.00 (15 OOP's).*
- **We authorized the updating of software and some new replacement computers in the office from 2020 into 2021.*
- ** Reminder that we hold 2 months of union dues on hand before sending to National, this gives us our operating expenses. This practice has been going on since our CAW Merger when we started the collection of union dues at the local level as opposed to National collecting them in our CBRT & GW days.*

Financial Report given at the March 12th, 2021 Conference call for Staff and Executive Members.
Financial Report given at the March 20th, 2021 Conference call for General Meeting.