



FINANCIAL REPORT GENERAL MEETING December 11th, 2021

Please find attached the Financial Report for the period covering September, October, and November 2021

SEPTEMBER 2021

Our total expenses for September 2021:	- \$302,128.07	Page 2
Our total deposits for September 2021:	<u>+\$262,937.70</u>	Page 2
A deficit in the month of September:	- \$ 39,190.37	Page 2

OCTOBER 2021

Our total expenses for October 2021:	- \$246,486.51	Page 2
Our total deposits for October 2021:	<u>+\$267,395.89</u>	Page 2
A surplus in the month of October:	+\$ 20,909.38	Page 2

NOVEMBER 2021

Our total expenses for November 2021:	- \$277,832.50	Page 2
Our total deposits for November 2021:	<u>+\$249,846.60</u>	Page 2
A deficit in the month of November:	- \$ 27,985.90	Page 2

Year to Date: January – November 2021

Our total expenses for January – November 2021:	- \$2,815,697.33	Page 3
Our total deposits for January – November 2021:	<u>+\$2,881,892.41</u>	Page 3
A total year surplus at the end of November:	+\$ 66,195.08	Page 3

Balance Sheet

Closing Bank Balance <u>All Accounts</u> Ending November 2021	+\$ 461,875.76	Page 4
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Explanation to Expense Categories: January through November 2021

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2021 Budget

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2021 Budget vs Actual (January through November)

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Units in Bargaining and Items to Mention 2021

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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
March	272,886.25	- 256,945.33	+ 15,940.92	+ 64,533.46
April	265,745.98	- 284,194.78	- 18,448.80	+ 46,084.66
May	233,303.63	- 216,236.59	+ 17,067.04	+ 63,151.70
June	282,417.10	- 272,491.68	+ 9,925.42	+ 73,077.12
July	288,043.87	- 255,614.33	+ 32,429.54	+ 105,506.66
August	245,251.43	- 238,296.12	+ 6,955.31	+ 112,461.97
September	262,937.70	- 302,128.07	-39,190.37	+ 73,271.60
October	267,395.89	- 246,486.51	+20,909.38	+ 94,180.98
November	249,846.60	- 277,832.50	-27,985.90	+ 66,195.08
Yearly Total	2,881,892.41	- 2,815,697.33	+ 66,195.08	+ 66,195.08

December 11th, 2021 Bill Gaucher Secretary Treasurer Unifor Local 114

****Video Conference call held on – Friday December 10th – Executive & Staff **** ***Video Conference call held on – Saturday December 11th – General Meeting****

September, October, and November 2021 – Monthly Deposits vs Expenses

	Sep 21	Oct 21	Nov 21	TOTAL
Income				
D1 (NATIONAL OFFICE DUES)	217,942.89	246,075.95	203,536.94	667,555.78
D13 (INITIATION FEE)	960.00	556.00	160.00	1,676.00
D16 (POSTAGE)	668.88	6,642.68	814.17	8,125.73
D18 (SAFETY REMITTANCE)	47.02	2,132.19	706.55	2,885.76
D2 (VANCOUVER ISLAND SUB LOCAL)	38,978.05	10,361.75	22,055.15	71,394.95
D20 (LOCAL EDUCATION FUND)	616.96	509.61	455.60	1,582.17
D4 (NATIONAL REBATE)	0.00	0.00	21,500.00	21,500.00
D7 (TERM DEPOSIT INTEREST)	0.00	333.63	0.00	333.63
D8 (OTHER)	3,723.90	784.08	618.19	5,126.17
Total Income	262,937.70	267,395.89	249,846.60	780,180.19
Gross Profit	262,937.70	267,395.89	249,846.60	780,180.19
Expense				
1 (DUES & FEES TO NATIONAL)	126,058.24	122,128.65	101,749.92	349,936.81
12 (MEALS & COFFEE EXPENSES)	13.44	43.44	91.18	148.06
16 (POSTAGE & COURIER SERVICE)	2,733.45	5,114.09	498.95	8,346.49
17 (EQUIPMENT RENTALS/PAYMENT)	1,286.15	1,803.20	6,225.65	9,315.00
18 (CONTRIBUTIONS & GIFTS)	2,909.75	1,082.75	847.95	4,840.45
2 (OFFICE SUPPLIES)	1,913.41	628.12	1,158.28	3,699.81
25 (LIFE INSURANCE & POLICIES)	6,426.70	6,426.70	6,426.70	19,280.10
26 (SOCIAL COMMITTEES)	0.00	329.41	0.00	329.41
27 (UNION JACKET/PENS/HATS)	0.00	0.00	3,817.80	3,817.80
28 (OTHER)	0.00	3,600.75	2,914.71	6,515.46
29 (VEHICLE ALLOWANCES)	6,825.00	6,825.00	6,825.00	20,475.00
30 (CAW-COUNCIL DUES)	2,334.43	2,261.66	1,884.26	6,480.35
32 (BARGAINING UNIT EXPENSES)	40,506.85	27,533.04	57,359.42	125,399.31
33 (WCB APPEAL EXPENSES)	158.00	1,050.00	0.00	1,208.00
4 (LABOUR COUNCIL'S)	0.00	752.00	0.00	752.00
45 (VANCOUVER ISLAND SUB LOCAL)	3,716.05	4,859.03	4,489.45	13,064.53
5 (EDUCATION COSTS)	731.50	623.70	0.00	1,355.20
6 (HALL RENTAL)	4,362.14	4,362.14	4,362.14	13,086.42
7 (TELEPHONE EXPENSES)	1,438.64	638.12	1,140.12	3,216.88
79 (Adjustment Committee Fund)	84.00	84.00	84.00	252.00
8 (BANK CHARGES)	71.25	77.00	67.50	215.75
P_ADVANCES (ADVANCES GIVEN)	-100.00	-330.00	0.00	-430.00
Payroll Expenses	100,659.07	56,593.71	77,889.47	235,142.25
Total Expense	302,128.07	246,486.51	277,832.50	826,447.08
Net Income	-39,190.37	20,909.38	-27,985.90	-46,266.89

January through November 2021 – Yearly Deposits vs Expenses

	<u>Jan – Nov 21</u>
Income	
D1 (NATIONAL OFFICE DUES)	2,422,357.44
D13 (INITIATION FEE)	6,332.00
D16 (POSTAGE)	22,956.90
D18 (SAFETY REMITTANCE)	8,772.81
D2 (VANCOUVER ISLAND SUB LOCAL)	283,844.95
D20 (LOCAL EDUCATION FUND)	23,413.73
D4 (NATIONAL REBATE)	86,000.00
D42 (Strike Fund 3eimbursements)	3,773.76
D7 (TERM DEPOSIT INTEREST)	396.66
D8 (OTHER)	<u>24,044.16</u>
Total Income	<u>2,881,892.41</u>
Gross Profit	2,881,892.41
Expense	
1 (DUES & FEES TO NATIONAL)	1,226,619.97
11 (DUES REFUNDS)	493.31
12 (MEALS & COFFEE EXPENSES)	408.99
16 (POSTAGE & COURIER SERVICE)	29,541.23
17 (EQUIPMENT RENTALS/PAYMENT)	34,448.94
18 (CONTRIBUTIONS & GIFTS)	20,905.54
2 (OFFICE SUPPLIES)	11,528.01
21 (ARBITRATOR AND LAWYER FEES)	18,696.25
25 (LIFE INSURANCE & POLICIES)	73,136.93
26 (SOCIAL COMMITTEES)	329.41
27 (UNION JACKET/PENS/HATS)	38,151.91
28 (OTHER)	33,748.27
29 (VEHICLE ALLOWANCES)	69,525.00
30 (CAW-COUNCIL DUES)	22,715.40
32 (BARGAINING UNIT EXPENSES)	263,419.74
33 (WCB APPEAL EXPENSES)	7,894.70
4 (LABOUR COUNCIL'S)	2,927.00
42 (STRIKE EXPENSES)	5,894.80
43 (PAID EDUCATION LEAVE PROGRAM)	20,055.53
45 (VANCOUVER ISLAND SUB LOCAL)	45,457.43
5 (EDUCATION COSTS)	5,988.88
6 (HALL RENTAL)	47,983.54
7 (TELEPHONE EXPENSES)	9,029.20
79 (Adjustment Committee Fund)	1,256.05
8 (BANK CHARGES)	748.25
P_ADVANCES (ADVANCES GIVEN)	-1,438.42
Payroll Expenses	<u>826,231.47</u>
Total Expense	<u>2,815,697.33</u>
Net Income	<u><u>66,195.08</u></u>

Balance Sheet – Ending November 2021

	<u>30 Nov 21</u>
ASSETS	
Current Assets	
Chequing/Savings	
@Unifor2021	393,224.92
Adjustment Account (DHL/Loomis) (Adjustment Account Fund)	3,859.64
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))	25,855.84
Long Bid Term Piper (Gordon Piper Scholarship Funds)	5,513.14
Loomis Owner Operators (Owner Operators Special Fund)	<u>23,622.42*</u>
Total Chequing/Savings	<u>461,875.76</u>
Total Current Assets	<u>461,875.76</u>
TOTAL ASSETS	<u>461,875.76</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>66,195.08</u>
Total Equity	<u>461,764.07</u>
TOTAL LIABILITIES & EQUITY	<u>461,875.76</u>

***DHL Owner Operators Fund and Loomis Owner Operators Funds will be adjusted with their respective Double Dues amounts received in November.**

Explanation to Expense Categories: JANUARY THROUGH NOVEMBER 2021

DUES & FEES TO NATIONAL: (\$1,226,619.97)

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: (\$ 493.31)

This is where any Dues Refunds or adjustments are listed.

MEALS & COFFEE EXPENSES: (\$ 408.99) 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: (\$ 29,541.23)

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. The Local mailed out a 50 years Local 114 Anniversary Pin to all members. All Mailout to all members also.

EQUIPMENT RENTALS/PAYMENT: (\$ 34,448.94)

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 administration of the Pitney Bowes Leased postage equipment and filling of postage in the machine for the locals, Video Conferencing and Simply Voting.

CONTRIBUTIONS & GIFTS: (\$ 20,905.54)

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: (\$ 11,528.01)

Covers any supplies for the office.

LAWYER FEES and ARBITRATOR FEES: (\$ 18,696.25)

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: (\$ 73,136.93)

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

SOCIAL COMMITTEES: (\$ 329.41)

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

UNION JACKET/PENS/HATS (\$ 38,151.91)

This covers any purchase of Union paraphernalia.

OTHER: (\$ 33,748.27)

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: (\$ 69,525.00)

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: (\$ 22,715.40)

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: (\$ 263,419.74)

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: (\$ 7,894.70)

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: (\$ 2,927.00) ***

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: (\$ 5,894.80) Ocean Concrete Locked Out April 30th, 2021 @ 6:00 pm – Now Ended

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

PAID EDUCATION LEAVE PROGRAM: (\$ 20,055.53)

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: (\$ 45,457.43)

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

EDUCATION COSTS: (\$ 5,988.88)

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: (\$ 47,983.54)

Office rental space at New Westminster, BC.

TELEPHONE EXPENSES: (\$ 9,029.20)

Covers all Telephone, Fax and Cell phone usage.

BANK CHARGES: (\$ 748.25)

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

ADJUSTMENT FUND: (\$ 1,256.05)

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: (\$ - 1,438.42)

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

PAYROLL EXPENSES: (\$ 826,231.47)

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

TOTAL JANUARY – AUGUST EXPENSE: 2021	- \$ 2,815,697.33
TOTAL JANUARY – AUGUST DEPOSITS: 2021	<u>+\$ 2,881,892.41</u>
DEFICIT/<u>SURPLUS</u> ENDING AUGUST: 2021	+\$ 66,195.08

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)	<u>0.00</u>
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 – November 2021 Budget vs Actual

	Jan - Nov 21	Budget	\$ Over Budget	% of Budget
Income				
D1 (NATIONAL OFFICE DUES)	2,422,357.44	2,270,015.00	152,342.44	106.71%
D13 (INITIATION FEE)	6,332.00	4,400.00	1,932.00	143.91%
D16 (POSTAGE)	22,956.90	20,900.00	2,056.90	109.84%
D18 (SAFETY REMITTANCE)	8,772.81	6,600.00	2,172.81	132.92%
D2 (VANCOUVER ISLAND SUB LOCAL)	283,844.95	283,250.00	594.95	100.21%
D20 (LOCAL EDUCATION FUND)	23,413.73	15,950.00	7,463.73	146.8%
D3 (Loomis Owner Operators Fund)	0.00	9,300.00	-9,300.00	0.0%
D33 (WCB DEPARTMENT)	0.00	0.00	0.00	0.0%
D4 (NATIONAL REBATE)	86,000.00	64,500.00	21,500.00	133.33%
D42 (Strike Fund Reimbursements)	3,773.76			
D44 (RETIREE'S)	0.00	1,100.00	-1,100.00	0.0%
D5 (NATIONAL EXPENSE CLAIMS)	0.00	44,000.00	-44,000.00	0.0%
D7 (TERM DEPOSIT INTEREST)	396.66	550.00	-153.34	72.12%
D8 (OTHER)	24,044.16	16,500.00	7,544.16	145.72%
D80 (DHL Adjustment Funds)	0.00	1,650.00	-1,650.00	0.0%
D9 (INTEREST)	0.00	0.00	0.00	0.0%
Total Income	<u>2,881,892.41</u>	<u>2,738,715.00</u>	<u>143,177.41</u>	<u>105.23%</u>
Gross Profit	2,881,892.41	2,738,715.00	143,177.41	105.23%
Expense				
1 (DUES & FEES TO NATIONAL)	1,226,619.97	1,166,000.00	60,619.97	105.2%
11 (DUES REFUNDS)	493.31	1,100.00	-606.69	44.85%
12 (MEALS & COFFEE EXPENSES)	408.99	1,100.00	-691.01	37.18%
13 (PARKING & TAXI EXPENSES)	0.00	550.00	-550.00	0.0%
14 (AIR & TRAVEL EXPENSES)	0.00	5,500.00	-5,500.00	0.0%
15 (HOTEL & MEETING ROOMS)	0.00	2,750.00	-2,750.00	0.0%
16 (POSTAGE & COURIER SERVICE)	29,541.23	33,000.00	-3,458.77	89.52%
17 (EQUIPMENT RENTALS/PAYMENT)	34,448.94	44,000.00	-9,551.06	78.29%
18 (CONTRIBUTIONS & GIFTS)	20,905.54	22,000.00	-1,094.46	95.03%

2 (OFFICE SUPPLIES)	11,528.01	13,750.00	-2,221.99	83.84%
21 (ARBITRATOR AND LAWYER FEES)	18,696.25	22,000.00	-3,303.75	84.98%
25 (LIFE INSURANCE & POLICIES)	73,136.93	75,900.00	-2,763.07	96.36%
26 (SOCIAL COMMITTEES)	329.41	1,100.00	-770.59	29.95%
27 (UNION JACKET/PENS/HATS)	38,151.91	5,500.00	32,651.91	693.67%
28 (OTHER)	33,748.27	33,000.00	748.27	102.27%
29 (VEHICLE ALLOWANCES)	69,525.00	66,000.00	3,525.00	105.34%
30 (CAW-COUNCIL DUES)	22,715.40	22,000.00	715.40	103.25%
32 (BARGAINING UNIT EXPENSES)	263,419.74	221,100.00	42,319.74	119.14%
33 (WCB APPEAL EXPENSES)	7,894.70	7,280.00	614.70	108.44%
4 (LABOUR COUNCIL'S)	2,927.00	2,992.00	-65.00	97.83%
42 (STRIKE EXPENSES)	5,894.80			
43 (PAID EDUCATION LEAVE PROGRAM)	20,055.53	8,800.00	11,255.53	227.9%
44 (RETIREE'S)	0.00	2,200.00	-2,200.00	0.0%
45 (VANCOUVER ISLAND SUB LOCAL)	45,457.43	56,650.00	-11,192.57	80.24%
5 (EDUCATION COSTS)	5,988.88	50,050.00	-44,061.12	11.97%
6 (HALL RENTAL)	47,983.54	48,400.00	-416.46	99.14%
7 (TELEPHONE EXPENSES)	9,029.20	11,000.00	-1,970.80	82.08%
79 (Adjustment Committee Fund)	1,256.05	924.00	332.05	135.94%
8 (BANK CHARGES)	748.25	660.00	88.25	113.37%
9 (WORKERS COMPENSATION)	0.00	2,800.00	-2,800.00	0.0%
P_ADVANCES (ADVANCES GIVEN)	-1,438.42	0.00	-1,438.42	100.0%
Payroll Expenses	826,231.47	825,000.00	1,231.47	100.15%
Total Expense	2,815,697.33	2,753,106.00	62,591.33	102.27%
Net Income	66,195.08	-14,391.00	80,586.08	-459.98%

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. Brinks Bargaining is being done at a National Level in Toronto, this will increase our normal costs for bargaining within BC in which Airfare, Hotels and other related costs are going to be expensive to take our bargaining committee to Toronto (Garda \$58,330.29 to date with more invoices to come in).

Educations costs include \$5,988.88: Publications: Human Rights; Employment Insurance Act and others. CND Association of Labour Media Annual membership.

Arbitrations and Lawyer's Fees \$ 18,696.25: 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, Cam Clark Ford, Viking Air, Ocean Lehigh Hanson, Kohler, Garda and TForce labour Board Filings and Arbitrations.

Charitable Contributions (Donations) and Gifts \$20,905.54: 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. \$5,000.00 donation to Tk'emlups te Secwepemc in Kamloops. Our Members at Kohler took up a collection for the BC Wild Fires and challenged the Local to do the same. The Local will be making a \$2,500 donation to the BC Wild Fires Relief through the Canadian Red Cross. Unifor National and the Unifor BC Regional Council have each made a \$5,000.00 Donation for the BC Wild Fires Relief.

Union Items (Paraphernalia) \$38,151.91: 2022 Unifor Monthly Planners \$3,817.80 for 2,100; Unifor Masks \$800.00 for 100; 50 Year Anniversary Pins Local 114 \$12,962.10 for 4,000; Orange T-shirts First CND Kamloops Campaign \$2,571.45 for 149; Orange T-shirts for Local \$3,579.45 for 220; Red T-shirts for Cascade \$7,439.03 for 380 National to cover ½ cost; Every Child Matters Wrist Bands \$1,636.06. Various Unifor Hats and Retirees Pins and Hats.

Other Items to mention:

***June 3rd, 2021 marks the 50 Year Anniversary of our Local (1971 – 2021), the Local has purchased a 50 Year Pin for all active members, these will be mailed out.*

*** 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).*

***Our Local has a new Office in Victoria, B.C. Our new office is located at # 220 – 4552 Commerce Circle Victoria, B.C.*

***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 2021into 2022.*

*** 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.*

***Our Brinks Bargaining 2021 has taken place in Toronto (National Bargaining) and there is an increased expense covering Airline, Hotels and other related expenses that would not be incurred if bargaining in B.C. (\$58,330.29).*

***The Support Staff Agreements expired at the end of June 2021, we need to renew them in September this year. There will be a recommendation at the General Meeting on December 11th for a 3 year agreement for the Support Staff.*

***The President and Secretary Treasurers agreements expired on August 31, 2021, they will need to be renewed in 2021 as well.*

***The Local Representatives CBA with MoveUp expire on August 31, 2022.*

**Financial Report given at the December 10th, 2021 Conference call for Staff and Executive Members.
Financial Report given at the December 11th, 2021 Conference call for General Meeting.**

