



FINANCIAL REPORT GENERAL MEETING March 21st, 2020

Please find attached the Financial Report for the period covering December 2019

DECEMBER 2019

Our total expenses for December 2019 were:	- \$281,662.33	Page 2
Our total deposits for December 2019 were:	<u>+\$238,316.39</u>	Page 2
A deficit in the month of December	-\$ 43,345.94	Page 2

Year to Date: January – December 2019

Our total expenses for January – December 2019 were:	- \$3,313,370.72	Page 3-4
Our total deposits for January – December 2019 were:	<u>+\$3,317,229.83</u>	Page 3-4
A total year surplus at the end of December	+\$ 3,859.11	Page 3-4

Balance Sheet

Closing Bank Balance <u>All Accounts</u>	Ending December 2019	+\$ 245,915.58	Page 4
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Explanation to Expense Categories: January through December 2019 Page 5-7

2019 Budget

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2019 Budget vs Actual (January through November)

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Reimbursements Outstanding and Reconciliations

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Units in Bargaining and Items to Mention 2019 /

Average membership and dues numbers/ Dues Explained/ Yearend Review and Comments

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Month	Income	Expense	Difference	Balance
January	321,979.28	- 314,932.36	+ 7,046.92	+ 7,046.92
February	219,435.52	- 274,476.28	- 55,040.76	- 47,993.84
March	309,484.83	- 255,579.27	+53,905.56	+ 5,911.72
April	229,349.99	- 296,257.04	-66,907.05	-60,995.33
May	295,561.90	- 263,356.51	+32,205.39	-28,789.94
June	241,406.22	- 261,059.90	-19,653.68	-48,443.62
July	275,252.38	- 246,521.68	+28,730.70	-19,712.92
August	294,496.95	- 293,656.01	+ 840.94	-18,871.98
September	278,815.91	- 260,179.33	+18,636.58	- 235.40
October	322,618.84	- 297,558.39	+25,060.45	+24,825.05
November	290,511.62	- 268,131.62	+22,380.00	+47,205.05
December	238,316.39	- 281,662.33	-43,345.94	+ 3,859.11
Yearly Total	3,317,229.83	- 3,313,370.72	+ 3,859.11	+ 3,859.11

March 21st, 2020 Bill Gaucher Secretary Treasurer Unifor Local 114

****The General meeting was cancelled for March 21st, 2020****

December 2019 - Monthly Deposits vs Expenses

	<u>TOTAL</u>
Income	
D1 (NATIONAL OFFICE DUES)	203,150.63
D13 (INITIATION FEE)	440.00
D16 (POSTAGE)	760.45
D18 (SAFETY REMITTANCE)	381.50
D2 (VANCOUVER ISLAND SUB LOCAL)	24,732.84
D20 (LOCAL EDUCATION FUND)	602.82
D5 (NATIONAL EXPENSE CLAIMS)	5,092.01
D8 (OTHER)	3,022.01
D9 (INTEREST)	<u>134.13</u>
Total Income	<u>238,316.39</u>
Gross Profit	238,316.39
Expense	
1 (DUES & FEES TO NATIONAL)	118,256.68
10 (MEDICAL SERVICE PLAN B.C.)	675.00
11 (DUES REFUNDS)	8,773.60
12 (MEALS & COFFEE EXPENSES)	318.63
16 (POSTAGE & COURIER SERVICE)	1,473.11
17 (EQUIPMENT RENTALS/PAYMENT)	2,319.01
18 (CONTRIBUTIONS & GIFTS)	4,844.50
2 (OFFICE SUPPLIES)	642.40
21 (ARBITRATOR AND LAWYER FEES)	352.80
25 (LIFE INSURANCE & POLICIES)	6,328.78
27 (UNION JACKET/PENS/HATS)	1,085.56
28 (OTHER)	632.00
29 (VEHICLE ALLOWANCES)	6,665.00
30 (CAW-COUNCIL DUES)	2,189.89
32 (BARGAINING UNIT EXPENSES)	23,947.03
45 (VANCOUVER ISLAND SUB LOCAL)	9,290.31
5 (EDUCATION COSTS)	222.75
6 (HALL RENTAL)	4,362.14
7 (TELEPHONE EXPENSES)	665.92
79 (Adjustment Committee Fund)	76.16
8 (BANK CHARGES)	98.25
P_ADVANCES (ADVANCES GIVEN)	-231.40
Payroll Expenses	<u>88,674.21</u>
Total Expense	<u>281,662.33</u>
Net Income	<u><u>-43,345.94</u></u>

January and December 2019 - Yearly Deposits vs Expenses

	<u>TOTAL</u>
Income	
D1 (NATIONAL OFFICE DUES)	2,493,001.08
D13 (INITIATION FEE)	5,700.00
D16 (POSTAGE)	21,595.80
D18 (SAFETY REMITTANCE)	6,838.69
D2 (VANCOUVER ISLAND SUB LOCAL)	495,794.29
D20 (LOCAL EDUCATION FUND)	32,226.70
D3 (Loomis Owner Operators Fund)	9,550.00
D3A (DHL Owner Operators Fund)	2,600.00
D4 (NATIONAL REBATE)	86,000.00
D5 (NATIONAL EXPENSE CLAIMS)	107,581.18
D7 (TERM DEPOSIT INTEREST)	503.63
D8 (OTHER)	54,563.20
D9 (INTEREST)	<u>1,275.26</u>
Total Income	<u>3,317,229.83</u>
Gross Profit	3,317,229.83
Expense	
1 (DUES & FEES TO NATIONAL)	1,349,207.32
10 (MEDICAL SERVICE PLAN B.C.)	8,100.00
11 (DUES REFUNDS)	9,438.38
12 (MEALS & COFFEE EXPENSES)	5,520.44
13 (PARKING & TAXI EXPENSES)	97.50
14 (AIR & TRAVEL EXPENSES)	2,415.72
15 (HOTEL & MEETING ROOMS)	12,831.59
16 (POSTAGE & COURIER SERVICE)	53,723.30
17 (EQUIPMENT RENTALS/PAYMENT)	28,633.93
18 (CONTRIBUTIONS & GIFTS)	29,514.49
2 (OFFICE SUPPLIES)	13,381.80
21 (ARBITRATOR AND LAWYER FEES)	86,346.61
25 (LIFE INSURANCE & POLICIES)	80,174.27
27 (UNION JACKET/PENS/HATS)	8,761.13
28 (OTHER)	49,233.83
29 (VEHICLE ALLOWANCES)	78,515.00
30 (CAW-COUNCIL DUES)	25,019.36
32 (BARGAINING UNIT EXPENSES)	382,172.71
33 (WCB APPEAL EXPENSES)	11,243.70
4 (LABOUR COUNCIL'S)	2,857.25
43 (PAID EDUCATION LEAVE PROGRAM)	29,365.08
44 (RETIREE'S)	2,853.87
45 (VANCOUVER ISLAND SUB LOCAL)	88,456.03

5 (EDUCATION COSTS)	19,532.71
6 (HALL RENTAL)	52,345.68
7 (TELEPHONE EXPENSES)	8,035.83
79 (Adjustment Committee Fund)	827.10
8 (BANK CHARGES)	986.25
9 (WORKERS COMPENSATION)	1,911.79
P_ADVANCES (ADVANCES GIVEN)	-1,886.38
Payroll Expenses	<u>873,754.43</u>
Total Expense	<u>3,313,370.72</u>
Net Income	<u><u>3,859.11</u></u>

Balance Sheet – Ending December 2019

	<u>31 Dec 19</u>
ASSETS	
Current Assets	
Chequing/Savings	
@Unifor2020	178,629.58
Adjustment Account (DHL/Loomis) (Adjustment Account Fund)	6,061.87
CAW 114 RECREATION (CAW 114 Recreation Committee)	6,678.11
DHL Owner Operators (Owner Operators Special Fund)	3,848.41
Long BID Term 3 (Term Deposit Account (Former L432))	25,020.43
Long Bid Term Piper (Gordon Piper Scholarship Funds)	5,385.31
Loomis Owner Operators (Owner Operators Special Fund)	<u>20,291.87</u>
Total Chequing/Savings	<u>245,915.58</u>
Total Current Assets	<u>245,915.58</u>
TOTAL ASSETS	<u><u>245,915.58</u></u>
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Other Current Liabilities	
Payroll Liabilities	<u>111.70</u>
Total Other Current Liabilities	<u>111.70</u>
Total Current Liabilities	<u>111.70</u>
Total Liabilities	111.70
Equity	
Opening Bal Equity	427,373.82
Retained Earnings	185,429.05
Net Income	<u>3,859.11</u>
Total Equity	<u>245,803.88</u>
TOTAL LIABILITIES & EQUITY	<u><u>245,915.58</u></u>

Explanation to Expense Categories: JANUARY THROUGH DECEMBER 2019

DUES & FEES TO NATIONAL: (\$ 1,349,207.32)

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

MEDICAL SERVICE PLAN B.C.: (\$ 8,100.00)

This is for the BC Medical Coverage for staff (10 Employees/Retirees).

DUES REFUNDS: (\$ 9,438.38)

This is where any Dues Refunds or adjustments are listed.

MEALS & COFFEE EXPENSES: (\$ 5,520.44) also included in Bargaining Unit Expenses

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

PARKING & TAXI EXPENSES: (\$ 97.50) also included in Bargaining Unit Expenses

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

AIR & TRAVEL EXPENSES: (\$ 2,415.72) also included in Bargaining Unit Expenses

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

HOTEL & MEETING ROOMS: (\$ 12,831.59) also included in Bargaining Unit Expenses

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

POSTAGE & COURIER SERVICE: (\$ 53,723.30)

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: (\$ 28,633.93)

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.

CONTRIBUTIONS & GIFTS: (\$ 29,514.49)

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: (\$ 13,381.80)

Covers any supplies for the office.

LAWYER FEES and ARBITRATOR FEES: (\$ 86,346.61)

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: (\$ 80,174.27)

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 (\$ 8,761.13) This covers any purchase of Union paraphernalia.

OTHER: (\$ 49,233.83)

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: (\$ 78,515.00)

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: (\$ 25,019.36)

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: (\$ 382,172.71)

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: (\$ 11,243.70)

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: (\$ 2,857.25) ***

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: (\$ 29,365.08)

PEL Funds sent directly to our Local from Bargaining Units and then forwarded to National. (Received \$12,000 from Viking Air; \$5,343.95 Trimac/Westland; \$82.40 PCL; \$1,157.48 Salvation Army; \$696.15 Landmark).

RETIREE'S: (\$ 2,853.87 also \$ 1,000.00 under code 18>)

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. This \$1,000.00 was a donation to the retirees for some funds in their bank account to operate throughout the year.

VANCOUVER ISLAND SUB LOCAL EXPENSES: (\$ 88,456.03)

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

EDUCATION COSTS: (\$ 19,532.71)

Covers any and all expenses related to our Education Programs within the Local. Includes all costs for our Local Committees.

HALL RENTAL: (\$ 52,345.68)

Office rental space at New Westminster, BC.

TELEPHONE EXPENSES: (\$ 8,035.83)

Covers all Telephone, Fax and Cell phone usage.

BANK CHARGES: (\$ 986.25)

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

ADJUSTMENT FUND: (\$ 827.10)

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

WORKERS COMPENSATION EMPLOYER COSTS: (\$ 1,911.79)

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

ADVANCES GIVEN/RETURNED: (\$ - 1,886.38)

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

PAYROLL EXPENSES: (\$ 873,754.43)

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

TOTAL JANUARY – DECEMBER EXPENSE: 2019

- \$ 3,313,370.72

TOTAL JANUARY – DECEMBER DEPOSITS: 2019

+\$ 3,317,299.83

DEFICIT/SURPLUS ENDING DECEMBER: 2019

+ \$ 3,859.11

Budget – 2019

	<u>Jan - Dec 19</u>
Income	
D1 (NATIONAL OFFICE DUES)	2,392,710.00
D13 (INITIATION FEE)	6,000.00
D16 (POSTAGE)	36,000.00
D18 (SAFETY REMITTANCE)	6,720.00
D2 (VANCOUVER ISLAND SUB LOCAL)	459,120.00
D20 (LOCAL EDUCATION FUND)	81,960.00
D3 (Loomis Owner Operators Fund)	9,600.00
D3A (DHL Owner Operators Fund)	2,160.00
D4 (NATIONAL REBATE)	86,000.00
D44 (RETIREE'S)	1,200.00
D5 (NATIONAL EXPENSE CLAIMS)	93,892.00
D7 (TERM DEPOSIT INTEREST)	290.00
D8 (OTHER)	60,000.00
D9 (INTEREST)	<u>600.00</u>
Total Income	<u>3,236,252.00</u>
Gross Profit	3,236,252.00
Expense	
1 (DUES & FEES TO NATIONAL)	1,290,000.00
10 (MEDICAL SERVICE PLAN B.C.)	7,560.00
11 (DUES REFUNDS)	1,200.00
12 (MEALS & COFFEE EXPENSES)	6,000.00
13 (PARKING & TAXI EXPENSES)	780.00
14 (AIR & TRAVEL EXPENSES)	3,500.00
16 (POSTAGE & COURIER SERVICE)	72,000.00
17 (EQUIPMENT RENTALS/PAYMENT)	25,200.00
18 (CONTRIBUTIONS & GIFTS)	18,000.00
2 (OFFICE SUPPLIES)	12,000.00
21 (ARBITRATOR AND LAWYER FEES)	96,000.00
25 (LIFE INSURANCE & POLICIES)	67,200.00
27 (UNION JACKET/PENS/HATS)	7,200.00
28 (OTHER)	54,000.00
29 (VEHICLE ALLOWANCES)	78,000.00
3 (B.C. FEDERATION OF LABOUR)	0.00
30 (CAW-COUNCIL DUES)	25,200.00
32 (BARGAINING UNIT EXPENSES)	316,200.00
33 (WCB APPEAL EXPENSES)	6,000.00
4 (LABOUR COUNCIL'S)	0.00
43 (PAID EDUCATION LEAVE PROGRAM)	84,000.00
44 (RETIREE'S)	2,700.00
45 (VANCOUVER ISLAND SUB LOCAL)	90,192.00
5 (EDUCATION COSTS)	63,600.00
6 (HALL RENTAL)	52,800.00

7 (TELEPHONE EXPENSES)	8,400.00
79 (Adjustment Committee Fund)	1,800.00
8 (BANK CHARGES)	1,200.00
9 (WORKERS COMPENSATION)	1,920.00
P_ADVANCES (ADVANCES GIVEN)	-1,200.00
Payroll Expenses	<u>910,800.00</u>
Total Expense	<u>3,302,252.00</u>
Net Income	<u><u>-66,000.00</u></u>

January – December 2019 Budget vs Actual

	<u>Jan - Dec 19</u>	<u>Budget</u>	<u>\$ Over Budget</u>
Income			
D1 (NATIONAL OFFICE DUES)	2,493,001.08	2,392,710.00	100,291.08
D13 (INITIATION FEE)	5,700.00	6,000.00	-300.00
D16 (POSTAGE)	21,595.80	36,000.00	-14,404.20
D18 (SAFETY REMITTANCE)	6,838.69	6,720.00	118.69
D2 (VANCOUVER ISLAND SUB LOCAL)	495,794.29	459,120.00	36,674.29
D20 (LOCAL EDUCATION FUND)	32,226.70	81,960.00	-49,733.30
D3 (Loomis Owner Operators Fund)	9,550.00	9,600.00	-50.00
D3A (DHL Owner Operators Fund)	2,600.00	2,160.00	440.00
D4 (NATIONAL REBATE)	86,000.00	86,000.00	0.00
D44 (RETIREE'S)	0.00	1,200.00	-1,200.00
D5 (NATIONAL EXPENSE CLAIMS)	107,581.18	93,892.00	13,689.18
D7 (TERM DEPOSIT INTEREST)	503.63	290.00	213.63
D8 (OTHER)	54,563.20	60,000.00	-5,436.80
D9 (INTEREST)	1,275.26	600.00	675.26
Total Income	<u>3,317,229.83</u>	<u>3,236,252.00</u>	<u>80,977.83</u>
Gross Profit	3,317,229.83	3,236,252.00	80,977.83
Expense			
1 (DUES & FEES TO NATIONAL)	1,349,207.32	1,290,000.00	59,207.32
10 (MEDICAL SERVICE PLAN B.C.)	8,100.00	7,560.00	540.00
11 (DUES REFUNDS)	9,438.38	1,200.00	8,238.38
12 (MEALS & COFFEE EXPENSES)	5,520.44	6,000.00	-479.56
13 (PARKING & TAXI EXPENSES)	97.50	780.00	-682.50
14 (AIR & TRAVEL EXPENSES)	2,415.72	3,500.00	-1,084.28
15 (HOTEL & MEETING ROOMS)	12,831.59		
16 (POSTAGE & COURIER SERVICE)	53,723.30	72,000.00	-18,276.70
17 (EQUIPMENT RENTALS/PAYMENT)	28,633.93	25,200.00	3,433.93
18 (CONTRIBUTIONS & GIFTS)	29,514.49	18,000.00	11,514.49
2 (OFFICE SUPPLIES)	13,381.80	12,000.00	1,381.80
21 (ARBITRATOR AND LAWYER FEES)	86,346.61	96,000.00	-9,653.39
25 (LIFE INSURANCE & POLICIES)	80,174.27	67,200.00	12,974.27
27 (UNION JACKET/PENS/HATS)	8,761.13	7,200.00	1,561.13

28 (OTHER)	49,233.83	54,000.00	-4,766.17
29 (VEHICLE ALLOWANCES)	78,515.00	78,000.00	515.00
3 (B.C. FEDERATION OF LABOUR)	0.00	0.00	0.00
30 (CAW-COUNCIL DUES)	25,019.36	25,200.00	-180.64
32 (BARGAINING UNIT EXPENSES)	382,172.71	316,200.00	65,972.71
33 (WCB APPEAL EXPENSES)	11,243.70	6,000.00	5,243.70
4 (LABOUR COUNCIL'S)	2,857.25	0.00	2,857.25
43 (PAID EDUCATION LEAVE PROGRAM)	29,365.08	84,000.00	-54,634.92
44 (RETIREE'S)	2,853.87	2,700.00	153.87
45 (VANCOUVER ISLAND SUB LOCAL)	88,456.03	90,192.00	-1,735.97
5 (EDUCATION COSTS)	19,532.71	63,600.00	-44,067.29
6 (HALL RENTAL)	52,345.68	52,800.00	-454.32
7 (TELEPHONE EXPENSES)	8,035.83	8,400.00	-364.17
79 (Adjustment Committee Fund)	827.10	1,800.00	-972.90
8 (BANK CHARGES)	986.25	1,200.00	-213.75
9 (WORKERS COMPENSATION)	1,911.79	1,920.00	-8.21
P_ADVANCES (ADVANCES GIVEN)	-1,886.38	-1,200.00	-686.38
Payroll Expenses	873,754.43	910,800.00	-37,045.57
Total Expense	3,313,370.72	3,302,252.00	11,118.72
Net Income	3,859.11	-66,000.00	69,859.11

Reimbursements from National and others to be reimbursed and collected:

Outstanding reimbursements to be received – National, BC Council or other claims:	\$ 27,000.00	Estimated
Outstanding Dues not received (Up to November 2019):	\$ 34,000.00**	Estimated
Total	\$ 61,000.00	Estimated

<u>Reconciliation - Reimbursements from National and others to be collected:</u>	\$ 61,000.00	Rounded off
<i>See report on page 4</i>	<i>December ending balance</i>	+ \$ 3,859.00 Rounded off
**National Dues portion outstanding to send	- \$ 18,360.00	
PEL Payments on hand to sent to National	- \$ 9,340.00	

Yearend balance if everything accounted for: Positive +\$ 37,159.00 Estimated

Bargaining in 2018/2019: Altrom; Anchor Inn; B & L Security; Brinks Pension Meetings; Clipper; CFF; DHL; Dynamex (TForce Final Mile); First CND (Cowichan); First CND (Farwest); First CND (Vernon/Salmon Arm); Garda; Halkin; Horizon Air; Hospitality Inn; ICS; Lamar; Landmark; Metalex; Ocean (Lehigh); PCL; PPG; Prepac; Salvation Army; Shellburn; Stocker's; Strait; TST (Overland); Unitran; Watson & Ash; Westman Steel and others have been started in 2019 and will carry through to 2020.

New Units and Units no longer with us: Units that we have lost since 2018 and into 2020: Jeldwen; Seastar; Greyhound; PCL, Altrom, Calyx and 1 branch at Ryder = 310 members about \$172,000.00 in dues yearly.

Arbitrations and Lawyer's Fees \$86,346.61: 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 2018 into 2019.

Other items to make mention of:

- ** Trailer for BBQ is still on the books and not yet purchased.
- **Projector to be used at meetings still on the books and not yet purchased.
- ** Arbitrations on the books for 2019 and into 2020.
- ** We are not paying BC Federation of Labour or Labour Council per capita dues right now (about \$46,000.00 per year).
- **This was an election year for Local Executive and Committees, additional costs for postage and mail outs.
- **We authorized the updating of software and some new replacement computers in the office from 2019 into 2020.
- ** The Local renewed a new collective agreement for our Local Representatives with MoveUp in 2019.
- ** 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.

AVERAGE MONTHLY MEMBERSHIP NUMBERS AND DUES

<u>Monthly Membership Numbers 2019</u>		<u>Average</u>	<u>Average</u>	<u>Notes</u>	
<u>Average</u>	<u>EMPLOYER</u>	<u>MEMBER S</u>	<u>Monthly Dues</u>	<u>Dues</u>	
	ACCURPRESS	17	1,488.55	87.56	
	AEROFREEZE	74	5,107.53	69.02	
	ALTROM CANADA	23	1,056.43	45.93	Closed down in June 2019
	ANCHOR INN	41	1,422.88	34.70	
	APPLEWOOD NISSAN INC. - (PAN PACIFIC NISSAN LTD.)	45	2,614.10	58.09	
	B & L SECURITY	32	1,546.13	48.32	
	BRINKS CANADA	210	13,026.65	62.03	
	CALYX GROUND TRANSPORTATION SOLUTIONS	11	598.56	54.41	Now Part of Vitrans
	CALYX GROUND TRANSPORTATION SOLUTIONS OOP's	20	1,000.00	50.00	No longer with us
	CAM CLARK FORD RICHMOND LTD.	25	1,951.47	78.06	
	CANADA BREAD	36	2,328.68	64.69	
	CANADA CULVERT & WESTMANN INDUSTRIES	19	1,470.25	77.38	
	CASCADE	275	25,656.59	93.30	
	CHILLIWACK FORD SALES	27	1,677.04	62.11	
	CLIPPER NAVIGATION	21	836.20	39.82	
	CONSOLIDATED FASTFRATE	82	5,138.51	62.66	

DHL - HOURLY	128	8,548.18	66.78	
DHL - Owner Operations	48	2,500.00	50.00	
DIVERSIFIED TRANSPORT - SQUAMISH TRANSIT	7	605.89	86.56	
DOLPHIN DELIVERY LTD.	52	2,794.08	53.73	
TFORCE FINAL MILE (Formerly Dynamex) - Drivers	120	6,000.00	50.00	
TFORCE FINAL MILE (Formerly Dynamex) - Dock person/Bikers/Walkers	12	507.54	42.30	
FIRST CANADA ULC - COWICHAN VALLEY TRANSIT	28	2,040.29	72.87	
FIRST CANADA ULC/LANGLEY - AKA: DW SERVICES	44	2,910.78	66.15	
FIRSTCANADA ULC/KAMLOOPS - AKA: FARWEST COACH INC.	116	8,359.52	72.06	
KIA TRANSIT (FIRST CANADA)	57	3,732.39	65.48	
GARDA CASH SERVICES - VANCOUVER	174	13,550.01	77.87	
GARDA CASH SERVICES - PRINCE GEORGE (includes Terrace + Quesnel + Dawson Creek)	See	Below		
GARDA CASH SERVICES - NANAIMO (includes Comox)	43	2,056.49	47.83	
GARDA CASH SERVICES - VICTORIA	29	1,424.15	49.11	
HALKIN TOOLS LTD.	36	3,077.53	85.49	
HORIZON AIR	33	1,979.62	59.99	
HOSPITALITY INN	7	309.28	44.18	
HOTEL GRAND PACIFIC	145	7,990.27	55.11	
PPG ARCHITECTURAL COATINGS - ICI PAINTS	17	2,197.48	129.26	
INLAND KENWORTH SALES	30	2,669.86	89.00	
INSURANCE COURRIER SERVICES (I.C.S) - Hourly	37	1,927.68	52.10	
INSURANCE COURRIER SERVICES (I.C.S) - Owners/Operators	26	1,300.00	50.00	
KOHLER CANADA CO.	115	7,333.07	63.77	
LAMAR ADVERTISING	17	1,328.78	78.16	
LANDMARK TRANSPORT	2	100.00	50.00	
LANDMARK CARTAGE	41	2,050.00	50.00	
LEDALITE (PHILLIPS)	149	7,717.01	51.79	

LEHIGH Hanson Materials Limited	19	1,641.33	86.39	
LE-RON PLASTICS	23	1,557.65	67.72	
LOOMIS (Hourly)	194	11,627.49	59.94	
LOOMIS (Owner-Operators)	192	9,600.00	50.00	
MAGNACHARGE	4	242.02	60.50	
METALEX PRODUCTS	15	1,209.04	80.60	
PACIFIC COACH LINES	27	1,781.84	65.99	Closed down
PREPAC MANUFACTURING LTD.	187	9,092.19	48.62	
RYDER TRUCK RENTAL	40	3,993.78	99.84	1 Branch closing
SALVATION ARMY	32	1,530.99	47.84	
SHELL CANADA PRODUCTS LTD. (SHELLBURN REFINERY)	9	900.08	100.01	
STOCKERS SECURITY WAREHOUSE LTD.	3	130.48	52.19	
STRAIT EXPRESS LTD.	40	2,000.00	50.00	
INTERNATIONAL TENTOLOGY	30	1,862.78	62.09	
TST OVERLAND EXPRESS (PORTER)	21	1,403.17	66.82	
UNITRAN	13	732.75	56.37	
VIKING AIR	211	18,834.86	89.26	
VITRAN - Hourly mbrs	44	2,976.78	67.65	
WATSON & ASH TRANSPORTATION	56	3,504.96	62.59	
WEATHERHAVEN RESOURCES	15	864.74	57.65	
TRIMAC TRANSPORTATION SERVICES INC. - HRLY	4	260.04	65.01	
TRIMAC TRANSPORTATION SERVICES INC. - O/O'S	14	700.00	50.00	
WILSON TRANSPORTATION	83	4,150.72	50.01	
WHISTLER TRANSIT	68	5,815.53	85.52	
STAFF REPS & MISC. - Local Staff	9	1,003.36	111.48	
STAFF REPS. & MISC - National Reps	<u>5</u>	<u>816.19</u>	<u>163.24</u>	
*Local only keeps 46 cents on a dollar; 54 cents go to National	3,829	250,162.24 *	65.33	
OWNER OPERATORS	503			
HOURLY (PART-TIME & FULL-TIME)	3,326			

Dear Sisters and Brothers:

Union Dues Explained

Union dues help to provide services to Unifor members: legal services, health and safety expertise, bargaining representatives, training and education, pension and benefits experts, and much more. Pooling our resources at both the local and national level give us more power and a stronger voice as workers.

What are union dues?

Union dues are the way workers pool their resources through a regular contribution to ensure they have the means to defend their collective interests. With dues from its members, Unifor provides a high level of professional and quality service both at the local and national level.

We get what we pay for..... We all share in the benefits of a good collective agreement, so it only makes sense that we share the costs of building a strong union that can negotiate and enforce that agreement. Union dues are split between the local and national union.

How are union dues calculated and deducted in Local 114? Local 114 Dues Deduction Rates

The union dues level for all members of Local 114 is set at two (2) hours and forty-five (45) minutes of straight time pay per month for members who work at least 40 hours in a calendar month and one (1) hour and thirty-five (35) minutes straight time pay per month for members who work less than forty (40) hours in a calendar month. **There is an extra 25 minutes of union dues** built into this that is exclusive to our local 114 for helping to hire two (2) full time support staff, five (5) full-time local representatives and two (2) full-time officers (President and Secretary Treasurer) amongst also being able to have two (2) local 114 offices, one in New Westminster and one in Victoria, B.C.

Calculating Your Dues Deduction

If you work more than forty (40) hours in a calendar month, take your wage rate and multiply it by 2.75. This will give you the amount of your monthly dues, the equivalent of two (2) hours and forty-five (45) minutes straight time pay.

If you work less than forty (40) hours in a calendar month, take your wage rate and multiply it by 1.583. This will give you the amount of your minimum monthly dues, the equivalent of one (1) hour and thirty-five (35) minutes straight time pay. If you think you fall in this category contact your Local Rep.

Some of our units (employers) deduct on a bi-weekly pay period and follow the following example: Take the hourly wage rate times by 2.75 = monthly dues times by 12 months = yearly rate, then divide by 26 (bi-weekly pay periods) = bi-weekly rate to deduct. There are also 2 months in every year that there are 3 bi-weekly pay periods, you have to make sure deductions are done on these periods as well.

In some cases, the payroll departments and our Local have set up a percentage of earnings formula; like 1.6% of gross earnings off each pay period. This is only done in special circumstances where the above formulas can't be administered.

If a member is off work for a full calendar month on Workers Compensation or a full calendar month on Weekly Indemnity, then no union dues should be deducted.

If a member has no earnings for a week when the union dues are deducted, then the payroll department should be taking the dues deduction off on the next pay cheque that the member receives.

The dues deductions for any Owner Operator or Dependent Contractor is currently set at a flat rate of \$50.00 per month.

Any new member(s) (employees) hired are also subject to a one time "Initiation Fee" of \$10.00.

The union dues deducted are split by the National Union and the Local Union. National receives 54% and the Local retains 46% of the union dues deducted. **The local keeps only 46 cents from every dollar collected in union dues.**

It is easy to think we could cut union dues, but the reality is any reduction in union dues would result in less services and benefits for our members. Your executive including the Trustees, Secretary Treasurer and President, make every decision with fiduciary responsibility.

Our National portion of dues pay for:

National Representatives to assist locals in bargaining and arbitrations and Expert staff at Regional and National Office for pensions and benefits, legal and research so that we are well-equipped at the bargaining table. National sets up through their Educational Department courses either through PEL, 1 to 3-day area schools. National also has a very active Organizing Department to bring new members into our Union and into our Locals. Part of the dues we sent to National also goes into the Strike Fund that our members access if and when they go on strike or get locked out.

Local portion of dues go towards:

Hiring Local staff to assist our membership on daily issues, bargaining, grievances and concerns (5 Local Representatives, 2 Support Staff and 2 Full-Time Officers). Establishing and maintaining Members-At- Large on our Executive Committee to bring the concerns and issues from our outlying areas.

Assist our members who need help with Workers Compensation issues and appeals and with PEER referral services.

Maintain our meeting halls and offices so that we have our **own places to gather**, independent from our employers. This would also include renting meeting spaces outside of the Lower Mainland when needed.

Educating our stewards/workplace reps, health & safety reps, activists and leaders so that they can be effective and strategic. Supporting our Education, Human Rights, Women's, Aboriginal & Racialized Workers, Environment, Health & Safety, Union in Politics, Recreation, Workers with Disabilities, Community Service and LGBT Committees.

Holding our quarterly general meetings and participating at conventions and conferences.

Communications – so we can make sure the voice and concerns of working people are heard in our communities, in the media, and with policy makers.

Union Dues are 100% tax deductible

For more information or to talk to a local or national representative call.

Local 114 call 1.800.841.5911 New Westminster National 1.800.665.3553

LOCAL 114 BY-LAWS

Article I. ARTICLE # 5 INITIATION FEES

The initiation fee for membership shall be ten dollars (\$10.00), as per **Article 5 Section 11 and Article 15 Section G: 3 of the Unifor National Constitution**, for membership in this Local Union, except where laws or regulations of the Provincial or Federal Governments require a lesser or larger initiation fee or where the initiation fee has been dispensed with, pursuant to the **Unifor National Constitution**.

Article II. ARTICLE # 6 DUES

The dues level for all members who work at least 40 hours in a calendar month of Local 114 will be the equivalent to two (2) hours and twenty (20) minutes straight time pay per month, or as agreed to by some other formula (**percentage of Gross Pay as per the Unifor Constitution Article 15 G: Local Dues**).

The minimum dues level for all members who work less than forty (40) hours in a calendar month of Local 114 will be the equivalent to one (1) hour and ten (10) minutes straight time pay per month, as per Article 17, Section 2 of the Constitution.

As well, the dues level for all members of Local 114 will be increased by twenty-five (25) minutes above the dues level, which will bring the actual dues level to two (2) hours and forty-five (45) minutes straight time pay per month for members who work at least 40 hours in a calendar month and one (1) hour and thirty-five (35) minutes straight time pay per month for members who work less than forty (40) hours in a calendar month.

The additional twenty-five (25) minutes dues will be the exclusive property of Local 114.

Dependent Contractor dues will be set at a rate of fifty dollars effective May 1st, 2012 per month.

Yearend Review and Comments as per my re-election:

My goals will be to work with our newly elected Executive, Local Reps and Education Chairperson to bring about a 3 year plan to make sure we reach any of our Shop Stewards, Bargaining Committee members and our Health and Safety committee members that need training to get the necessary training in a timely manner either through Unit Paid Education Leave (PEL), or the 1, 2 or 3 day training modules through our National Education Department. It's essential that we give the tools necessary for our leadership members on the unit floors to be able to do their jobs effectively.

I will work with our Local Vice-Presidents and Members-At-Large to create a Province wide network for our members to reach out to if they have concerns or issues that they want brought to the attention of the Local Executive. This will also be useful to mobilize our membership at any given time for issues important to our membership and their families.

I will also work towards bringing our local back into the business of organizing, our local needs to be out in front along with National working on new units for our Local. Organizing is a challenge and our responsibility to build our ranks.

Within the first 90 days of being re-elected I will bring before the newly elected Executive and Local Representatives a comprehensive review process of our Local expenses and dues (This gets looked at every year in our annual Budget, but this will be a total review looking at everything from the ground up). The

Review will look at staffing levels and our dues formula will be reviewed and if changes on servicing and programs that we offer within the local need to change we will look at that as an option based on our overall financial picture. It's important to realize that our current dues formula is there to run our Local and it has to pay for everything from unit meetings, bargaining costs, arbitrations, mediations, local education, fightback campaigns, organizing drives, pre-strike arrangements and helps to pay for our full-time staff (5 Local Representatives; 2 Elected Officers; and 2 Support Staff), maintain our two offices (New Westminster and Victoria) and services (like a WCB Advocate for our members who find challenges in dealing with Work Safe BC) that we provide to our membership on a daily basis. **See this yearend report and breakdown on membership/dues information.**

To meet these goals, I have asked the support staff working with the Local representatives to updated and establish a current data base of our Shop Stewards, Bargaining Committee members and our Health and Safety Committees. This will greatly help in making sure our ground leadership get the training needed to function in their roles and committees, through consultation with Local Representatives and the President of our Local (as the Education Chairperson) we will strive to meet the 3-year plan.

We will call upon our Local Vice-Presidents and Members-At-Large to create a Province wide network with our membership (Unit Leadership) to reach out to them to make sure we are connecting and to be able to call upon them to mobilize when issues important to our local emerge.

We will work towards getting involved with "Organizing" again in our local by establishing a working relationship with the National Organizing Department, this is long overdue and must become a priority.

I have started and will continue to be working on a comprehensive review after the yearend (December 31, 2019) with our new Executive and Local Representatives to look at our local expenses and looking at our dues structure for Hourly and Owner Operators. Will be looking at our staffing levels and our servicing needs. Reviewing our commitment to a Workers Compensation Advocate within our local.

I want to take this opportunity to thank our staff, executive and membership.

Our Support Staff Tracey and Lynsi for all their assistance and their outstanding commitment to our membership, your work that you do does not go unnoticed. **Our Local Representatives**, Cynthia, Mark, Linda, Jeannie and Nathan for your daily service of our membership you all go above and beyond and you continue to show what leadership is in our local. **Our Local President**, Gordon you are a true leader and show each and everyday your passion and commitment to our Local and membership.

Local Executive and Members-At-Large, Dave Boros, Steve Frank, Kristian Nielsen, Barbie Zipp, Norm Lehman, Dean Williams, Sandra Kucheran, Cheryl Williams, Ed Lafleur, Ann Cody, Jim Sadlemyer, Brenda Gerling and Morteza Maleki, thank you for all of your support and you are the voice and reason of our membership and you all do an excellent job and do not hesitate for a moment to be active and supportive to our Local and to our membership on a daily basis.

Our Local Membership, thank you for intrusting me with your support and confidence as the Secretary Treasurer of Local 114.

For me personally March 10th, 2020 marked my 40th year as a Local dues paying member and November 18th 2020 will mark my 40th year being an active officer of our local. Thank you for this privilege.

Bill Gaucher Secretary Treasurer, Unifor Local 114 March 21st, 2020

