



# FINANCIAL REPORT GENERAL MEETING March 21<sup>st</sup>, 2020

Please find attached the Financial Report for the period covering January and February 2020

## JANUARY 2020

Our total expenses for January 2020 were:	- \$301,460.18	Page 2
Our total deposits for January 2020 were:	<u>+\$279,122.81</u>	Page 2
A deficit in the month of January	-\$ 22,337.37	Page 2

## FEBRUARY 2020

Our total expenses for February 2020 were:	- \$265,197.77	Page 2
Our total deposits for February 2020 were:	<u>+\$257,725.72</u>	Page 2
A deficit in the month of February	-\$ 7,472.05	Page 2

## Year to Date: January – February 2020

Our total expenses for January – February 2020 were:	- \$ 566,657.95	Page 3
Our total deposits for January – February 2020 were:	<u>+\$ 536,848.53</u>	Page 3
A total year deficit at the end of February	-\$ 29,809.42	Page 3

## Balance Sheet

Closing Bank Balance <u>All Accounts</u> Ending February 2020	+\$ 216,106.15	Page 4
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Explanation to Expense Categories: January through February 2020 Page 4-7

2020 Proposed Budget Page 7-8

2020 Budget vs Actual (January through February) Page 9-10

Units in Bargaining and Items to Mention 2020 Page 10

<u>Month</u>	<u>Income</u>	<u>Expense</u>	<u>Difference</u>	<u>Balance</u>
January	279,122.81	- 301,460.18	- 22,337.37	- 22,337.37
February	257,725.72	- 265,197.77	- 7,472.05	- 29,809.42
Yearly Total	536,848.53	- 566,657.95	- 29,809.42	- 29,809.42

March 21<sup>st</sup>, 2020 Bill Gaucher Secretary Treasurer Unifor Local 114

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

# January and February 2020 - Monthly Deposits vs Expenses

	<u>Jan 20</u>	<u>Feb 20</u>	<u>TOTAL</u>
<b>Income</b>			
D1 (NATIONAL OFFICE DUES)	196,543.56	181,988.83	378,532.39
D13 (INITIATION FEE)	595.02	260.00	855.02
D16 (POSTAGE)	1,912.94	5,672.65	7,585.59
D18 (SAFETY REMITTANCE)	391.66	759.40	1,151.06
D2 (VANCOUVER ISLAND SUB LOCAL)	53,079.57	37,511.49	90,591.06
D20 (LOCAL EDUCATION FUND)	8,189.26	277.20	8,466.46
D4 (NATIONAL REBATE)	0.00	21,500.00	21,500.00
D5 (NATIONAL EXPENSE CLAIMS)	18,134.30	9,160.72	27,295.02
D8 (OTHER)	172.76	495.03	667.79
D9 (INTEREST)	103.74	100.40	204.14
<b>Total Income</b>	<u>279,122.81</u>	<u>257,725.72</u>	<u>536,848.53</u>
<b>Gross Profit</b>	279,122.81	257,725.72	536,848.53
<b>Expense</b>			
1 (DUES & FEES TO NATIONAL)	129,687.54	114,881.08	244,568.62
11 (DUES REFUNDS)	154.44	8.43	162.87
12 (MEALS & COFFEE EXPENSES)	958.87	78.98	1,037.85
13 (PARKING & TAXI EXPENSES)	0.00	58.00	58.00
16 (POSTAGE & COURIER SERVICE)	3,070.59	5,839.23	8,909.82
17 (EQUIPMENT RENTALS/PAYMENT)	47.25	2,258.93	2,306.18
18 (CONTRIBUTIONS & GIFTS)	3,950.00	4,000.00	7,950.00
2 (OFFICE SUPPLIES)	1,622.99	128.80	1,751.79
21 (ARBITRATOR AND LAWYER FEES)	3,402.50	630.00	4,032.50
25 (LIFE INSURANCE & POLICIES)	6,328.78	6,328.78	12,657.56
28 (OTHER)	7,798.70	847.70	8,646.40
29 (VEHICLE ALLOWANCES)	6,925.00	6,700.00	13,625.00
30 (CAW-COUNCIL DUES)	2,401.59	2,127.40	4,528.99
32 (BARGAINING UNIT EXPENSES)	28,996.47	28,763.36	57,759.83
33 (WCB APPEAL EXPENSES)	1,050.00	0.00	1,050.00
4 (LABOUR COUNCIL'S)	725.00	0.00	725.00
43 (PAID EDUCATION LEAVE PROGRAM)	0.00	9,340.79	9,340.79
45 (VANCOUVER ISLAND SUB LOCAL)	5,400.40	2,420.88	7,821.28
5 (EDUCATION COSTS)	27,471.94	15,231.18	42,703.12
6 (HALL RENTAL)	4,362.14	4,362.14	8,724.28
7 (TELEPHONE EXPENSES)	592.33	1,018.16	1,610.49
79 (Adjustment Committee Fund)	76.16	76.16	152.32
8 (BANK CHARGES)	86.25	64.50	150.75
9 (WORKERS COMPENSATION)	647.00	0.00	647.00
P_ADVANCES (ADVANCES GIVEN)	-88.00	0.00	-88.00
<b>Payroll Expenses</b>	<u>65,792.24</u>	<u>60,033.27</u>	<u>125,825.51</u>
<b>Total Expense</b>	<u>301,460.18</u>	<u>265,197.77</u>	<u>566,657.95</u>
<b>Net Income</b>	<u><b>-22,337.37</b></u>	<u><b>-7,472.05</b></u>	<u><b>-29,809.42</b></u>

# January and February 2019 - Yearly Deposits vs Expenses

	<u>Jan - Feb 20</u>
<b>Income</b>	
D1 (NATIONAL OFFICE DUES)	378,532.39
D13 (INITIATION FEE)	855.02
D16 (POSTAGE)	7,585.59
D18 (SAFETY REMITTANCE)	1,151.06
D2 (VANCOUVER ISLAND SUB LOCAL)	90,591.06
D20 (LOCAL EDUCATION FUND)	8,466.46
D4 (NATIONAL REBATE)	21,500.00
D5 (NATIONAL EXPENSE CLAIMS)	27,295.02
D8 (OTHER)	667.79
D9 (INTEREST)	<u>204.14</u>
<b>Total Income</b>	<u>536,848.53</u>
<b>Gross Profit</b>	536,848.53
<b>Expense</b>	
1 (DUES & FEES TO NATIONAL)	244,568.62
11 (DUES REFUNDS)	162.87
12 (MEALS & COFFEE EXPENSES)	1,037.85
13 (PARKING & TAXI EXPENSES)	58.00
16 (POSTAGE & COURIER SERVICE)	8,909.82
17 (EQUIPMENT RENTALS/PAYMENT)	2,306.18
18 (CONTRIBUTIONS & GIFTS)	7,950.00
2 (OFFICE SUPPLIES)	1,751.79
21 (ARBITRATOR AND LAWYER FEES)	4,032.50
25 (LIFE INSURANCE & POLICIES)	12,657.56
28 (OTHER)	8,646.40
29 (VEHICLE ALLOWANCES)	13,625.00
30 (CAW-COUNCIL DUES)	4,528.99
32 (BARGAINING UNIT EXPENSES)	57,759.83
33 (WCB APPEAL EXPENSES)	1,050.00
4 (LABOUR COUNCIL'S)	725.00
43 (PAID EDUCATION LEAVE PROGRAM)	9,340.79
45 (VANCOUVER ISLAND SUB LOCAL)	7,821.28
5 (EDUCATION COSTS)	42,703.12
6 (HALL RENTAL)	8,724.28
7 (TELEPHONE EXPENSES)	1,610.49
79 (Adjustment Committee Fund)	152.32
8 (BANK CHARGES)	150.75
9 (WORKERS COMPENSATION)	647.00
P_ADVANCES (ADVANCES GIVEN)	-88.00
<b>Payroll Expenses</b>	<u>125,825.51</u>
<b>Total Expense</b>	<u>566,657.95</u>
<b>Net Income</b>	<u><u>-29,809.42</u></u>

# Balance Sheet – Ending February 2020

29 Feb 20

## ASSETS

### Current Assets

#### Chequing/Savings

@Unifor2020	149,112.17
Adjustment Account (DHL/Loomis) (Adjustment Account Fund)	5,909.55
CAW 114 RECREATION (CAW 114 Recreation Committee)	6,678.11
DHL Owner Operators (Owner Operators Special Fund)	3,708.71
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 216,106.15

Total Current Assets 216,106.15

**TOTAL ASSETS** **216,106.15**

## LIABILITIES & EQUITY

### Liabilities

#### Current Liabilities

##### Other Current Liabilities

Payroll Liabilities 111.69

Total Other Current Liabilities 111.69

Total Current Liabilities 111.69

Total Liabilities 111.69

### Equity

Opening Bal Equity 427,373.82

Retained Earnings 181,569.94

Net Income -29,809.42

Total Equity 215,994.46

**TOTAL LIABILITIES & EQUITY** **216,106.15**

## Explanation to Expense Categories: JANUARY THROUGH FEBRUARY 2020

### DUES & FEES TO NATIONAL: (\$ 244,568.62)

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 (10 Employees/Retirees).

### DUES REFUNDS: (\$ 162.87)

This is where any Dues Refunds or adjustments are listed.

### MEALS & COFFEE EXPENSES: (\$ 1,037.85) also included in Bargaining Unit Expenses

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

**PARKING & TAXI EXPENSES: (\$ 58.00) 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: (\$ 8,909.82)**

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: (\$ 2,306.18)**

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.

**CONTRIBUTIONS & GIFTS: (\$ 7,950.00)**

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: (\$ 1,751.79)**

Covers any supplies for the office.

**LAWYER FEES and ARBITRATOR FEES: (\$ 4,032.50)**

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: (\$ 12,657.56)**

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 (\$ 0.00)**

This covers any purchase of Union paraphernalia.

**OTHER: (\$ 8,646.40)**

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: (\$ 13,625.00)**

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 1<sup>st</sup>, 2017 through December 2017. NO DUES GOING TO BC FED OR LABOUR COUNCILS. UNIFOR DISPUTE WITH CLC.

**COUNCIL DUES: (\$ 4,528.99)**

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: (\$ 57,759.83)**

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: (\$ 1050.00)**

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: (\$ 9,340.79)**

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: (\$ 7,821.28)**

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

**EDUCATION COSTS: (\$ 42,703.12)**

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.

**HALL RENTAL: (\$ 8,724.28)**

Office rental space at New Westminster, BC.

**TELEPHONE EXPENSES: (\$ 1,610.49)**

Covers all Telephone, Fax and Cell phone usage.

**BANK CHARGES: (\$ 150.75)**

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

**ADJUSTMENT FUND: (\$ 152.32)**

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

**WORKERS COMPENSATION EMPLOYER COSTS: (\$ 647.00)**

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

**ADVANCES GIVEN/RETURNED: (\$ - 88.00)**

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

**PAYROLL EXPENSES: (\$ 125,825.51)**

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

<b>TOTAL JANUARY – FEBRUARY EXPENSE: 2020</b>	<b>- \$ 566,657.95</b>
<b>TOTAL JANUARY – FEBRUARY DEPOSITS: 2020</b>	<b><u>+\$ 536,848.53</u></b>
<b><u>DEFICIT/SURPLUS ENDING FEBRUARY: 2020</u></b>	<b><u>-\$ 29,809.42</u></b>

**Proposed Budget – 2020**

	<u>Jan - Dec 20</u>
<b>Income</b>	
D1 (NATIONAL OFFICE DUES)	2,459,820.00
D13 (INITIATION FEE)	5,400.00
D16 (POSTAGE)	21,600.00
D18 (SAFETY REMITTANCE)	7,200.00
D2 (VANCOUVER ISLAND SUB LOCAL)	483,240.00
D20 (LOCAL EDUCATION FUND)	31,680.00
D3 (Loomis Owner Operators Fund)	9,600.00
D3A (DHL Owner Operators Fund)	2,520.00

D4 (NATIONAL REBATE)	86,000.00
D5 (NATIONAL EXPENSE CLAIMS)	102,000.00
D7 (TERM DEPOSIT INTEREST)	480.00
D8 (OTHER)	54,424.00
D9 (INTEREST)	<u>1,272.00</u>
<b>Total Income</b>	<b><u>3,265,236.00</u></b>
<b>Gross Profit</b>	<b>3,265,236.00</b>
<b>Expense</b>	
1 (DUES & FEES TO NATIONAL)	1,349,208.00
10 (MEDICAL SERVICE PLAN B.C.)	0.00
11 (DUES REFUNDS)	9,360.00
12 (MEALS & COFFEE EXPENSES)	5,520.00
13 (PARKING & TAXI EXPENSES)	108.00
14 (AIR & TRAVEL EXPENSES)	2,400.00
15 (HOTEL & MEETING ROOMS)	13,200.00
16 (POSTAGE & COURIER SERVICE)	46,800.00
17 (EQUIPMENT RENTALS/PAYMENT)	36,000.00
18 (CONTRIBUTIONS & GIFTS)	24,000.00
2 (OFFICE SUPPLIES)	16,200.00
21 (ARBITRATOR AND LAWYER FEES)	24,000.00
25 (LIFE INSURANCE & POLICIES)	81,000.00
27 (UNION JACKET/PENS/HATS)	9,000.00
28 (OTHER)	48,000.00
29 (VEHICLE ALLOWANCES)	78,000.00
30 (CAW-COUNCIL DUES)	25,200.00
32 (BARGAINING UNIT EXPENSES)	326,100.00
33 (WCB APPEAL EXPENSES)	12,120.00
4 (LABOUR COUNCIL'S)	2,400.00
43 (PAID EDUCATION LEAVE PROGRAM)	30,000.00
44 (RETIREE'S)	3,180.00
45 (VANCOUVER ISLAND SUB LOCAL)	90,240.00
5 (EDUCATION COSTS)	86,400.00
6 (HALL RENTAL)	54,000.00
7 (TELEPHONE EXPENSES)	7,800.00
79 (Adjustment Committee Fund)	1,200.00
8 (BANK CHARGES)	1,200.00
9 (WORKERS COMPENSATION)	2,400.00
P_ADVANCES (ADVANCES GIVEN)	-1,800.00
<b>Payroll Expenses</b>	<b><u>882,000.00</u></b>
<b>Total Expense</b>	<b><u>3,265,236.00</u></b>
<b>Net Income</b>	<b><u><u>0.00</u></u></b>



# January – February 2020 Budget vs Actual

	Jan - Feb 20	Budget	\$ Over Budget	% of Budget
<b>Income</b>				
D1 (NATIONAL OFFICE DUES)	378,532.39	409,970.00	-31,437.61	92.33%
D13 (INITIATION FEE)	855.02	900.00	-44.98	95.0%
D16 (POSTAGE)	7,585.59	3,600.00	3,985.59	210.71%
D18 (SAFETY REMITTANCE)	1,151.06	1,200.00	-48.94	95.92%
D2 (VANCOUVER ISLAND SUB LOCAL)	90,591.06	80,540.00	10,051.06	112.48%
D20 (LOCAL EDUCATION FUND)	8,466.46	5,280.00	3,186.46	160.35%
D3 (Loomis Owner Operators Fund)	0.00	1,600.00	-1,600.00	0.0%
D3A (DHL Owner Operators Fund)	0.00	420.00	-420.00	0.0%
D4 (NATIONAL REBATE)	21,500.00	0.00	21,500.00	100.0%
D5 (NATIONAL EXPENSE CLAIMS)	27,295.02	17,000.00	10,295.02	160.56%
D7 (TERM DEPOSIT INTEREST)	0.00	80.00	-80.00	0.0%
D8 (OTHER)	667.79	9,070.70	-8,402.91	7.36%
D9 (INTEREST)	204.14	212.00	-7.86	96.29%
<b>Total Income</b>	<b>536,848.53</b>	<b>529,872.70</b>	<b>6,975.83</b>	<b>101.32%</b>
<b>Gross Profit</b>	<b>536,848.53</b>	<b>529,872.70</b>	<b>6,975.83</b>	<b>101.32%</b>
<b>Expense</b>				
1 (DUES & FEES TO NATIONAL)	244,568.62	224,868.00	19,700.62	108.76%
10 (MEDICAL SERVICE PLAN B.C.)	0.00	0.00	0.00	0.0%
11 (DUES REFUNDS)	162.87	1,560.00	-1,397.13	10.44%
12 (MEALS & COFFEE EXPENSES)	1,037.85	920.00	117.85	112.81%
13 (PARKING & TAXI EXPENSES)	58.00	18.00	40.00	322.22%
14 (AIR & TRAVEL EXPENSES)	0.00	400.00	-400.00	0.0%
15 (HOTEL & MEETING ROOMS)	0.00	2,200.00	-2,200.00	0.0%
16 (POSTAGE & COURIER SERVICE)	8,909.82	7,800.00	1,109.82	114.23%
17 (EQUIPMENT RENTALS/PAYMENT)	2,306.18	6,000.00	-3,693.82	38.44%
18 (CONTRIBUTIONS & GIFTS)	7,950.00	4,000.00	3,950.00	198.75%
2 (OFFICE SUPPLIES)	1,751.79	2,700.00	-948.21	64.88%
21 (ARBITRATOR AND LAWYER FEES)	4,032.50	4,000.00	32.50	100.81%
25 (LIFE INSURANCE & POLICIES)	12,657.56	13,500.00	-842.44	93.76%
27 (UNION JACKET/PENS/HATS)	0.00	1,500.00	-1,500.00	0.0%
28 (OTHER)	8,646.40	8,000.00	646.40	108.08%
29 (VEHICLE ALLOWANCES)	13,625.00	13,000.00	625.00	104.81%
30 (CAW-COUNCIL DUES)	4,528.99	4,200.00	328.99	107.83%
32 (BARGAINING UNIT EXPENSES)	57,759.83	54,350.00	3,409.83	106.27%
33 (WCB APPEAL EXPENSES)	1,050.00	2,020.00	-970.00	51.98%
4 (LABOUR COUNCIL'S)	725.00	400.00	325.00	181.25%
43 (PAID EDUCATION LEAVE PROGRAM)	9,340.79	5,000.00	4,340.79	186.82%
44 (RETIREE'S)	0.00	530.00	-530.00	0.0%
45 (VANCOUVER ISLAND SUB LOCAL)	7,821.28	15,040.00	-7,218.72	52.0%
5 (EDUCATION COSTS)	42,703.12	14,400.00	28,303.12	296.55%
6 (HALL RENTAL)	8,724.28	9,000.00	-275.72	96.94%
7 (TELEPHONE EXPENSES)	1,610.49	1,300.00	310.49	123.88%
79 (Adjustment Committee Fund)	152.32	200.00	-47.68	76.16%

<b>8 (BANK CHARGES)</b>	150.75	200.00	-49.25	75.38%
<b>9 (WORKERS COMPENSATION)</b>	647.00	400.00	247.00	161.75%
<b>P_ADVANCES (ADVANCES GIVEN)</b>	-88.00	-300.00	212.00	29.33%
<b>Payroll Expenses</b>	125,825.51	147,000.00	-21,174.49	85.6%
<b>Total Expense</b>	566,657.95	544,206.00	22,451.95	104.13%
<b>Net Income</b>	<b>-29,809.42</b>	<b>-14,333.30</b>	<b>-15,476.12</b>	<b>207.97%</b>

**Bargaining in 2019/2020:** Altrom; Anchor Inn; B & L Security; 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.

**Educations cost include** our members that we sent to the CO-OP Strike in Regina, National is reimbursing for those costs.

**New Units and Units no longer with us:**

**Arbitrations and Lawyer's Fees \$ 4,032.50:** 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 2019 into 2020.

**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).*

*\*\*We have outstanding wage loss claims from the following employers that the local owes to them: Cascade; Brinks and Prepac, the local is waiting for copies of invoices from these employers.*

*\*\* The Local is in the process of hiring a Local Representative for the Island.*

*\*\*The local is in meetings with National and the other Locals at the VIDC to look at a new location for office and meeting space on Vancouver Island.*

*\*\*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 2020.*

*\*\*The local is working on updating our data base with our Shop Steward, Bargaining, and Health & Safety committees to establish an up to date activist list for our local and to make sure we provide training to these committees over the next 3 years.*

*\*\*The Local will work with our Vice-Presidents and Members-At-Large to create a Province wide network with the intent to be able to contact our membership for mobilizing when issues are important to our local.*

*\*\*The local needs to build our relationship with the National Organizing department so that we can become active in organizing.*

*\*\*We authorized the updating of software and some new replacement computers in the office from 2019 into 2020.*

*\*\* 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.*