



FINANCIAL REPORT EXECUTIVE MEETING November 20th, 2020

Please find attached the Financial Report for the period covering September & October 2020

SEPTEMBER 2020

Our total expenses for September 2020:	- \$235,120.45	Page 2
Our total deposits for September 2020:	<u>+\$239,984.53</u>	Page 2
A surplus in the month of September	+\$ 4,864.08	Page 2

OCTOBER 2020

Our total expenses for October 2020:	- \$286,268.33	Page 2
Our total deposits for October 2020:	<u>+\$243,030.02</u>	Page 2
A deficit in the month of October	-\$ 43,238.31	Page 2

Year to Date: January – October 2020

Our total expenses for January – October 2020:	- \$2,409,318.84	Page 3-4
Our total deposits for January – October 2020:	<u>+\$2,525,427.79</u>	Page 3-4
A total year surplus at the end of October	+\$ 116,108.95	Page 3-4

Balance Sheet

Closing Bank Balance <u>All Accounts</u>	Ending October 2020	+\$ 362,024.52	Page 4
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Explanation to Expense Categories: January through October 2020

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2020 Proposed Budget

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2020 Budget vs Actual (January through October)

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Units in Bargaining and Items to Mention 2020

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<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
March	255,083.27	- 225,572.88	+ 29,510.39	- 299.03
April	283,781.00	- 250,559.76	+ 33,221.24	+ 32,922.21
May	239,698.57	- 181,677.48	+ 58,021.09	+ 90,943.30
June	230,663.65	- 203,954.60	+ 26,709.05	+117,652.35
July	250,239.86	- 235,892.34	+ 14,347.42	+131,999.77
August	246,098.46	- 23,615.05	+ 22,483.41	154,483.18
September	239,984.53	- 235,120.45	+ 4,864.08	159,347.26
October	243,030.02	- 286,268.33	- 43,238.31	+116,108.95
Yearly Total	2,525,427.79	- 2,409,318.84	+116,108.95	+116,108.95

November 20th, 2020 Bill Gaucher Secretary Treasurer Unifor Local 114

*** Video Conference call held on - Friday November 120th – Executive & Staff

September & October 2020 - Monthly Deposits vs Expenses

	Sep 20	Oct 20	TOTAL
D1 (NATIONAL OFFICE DUES)	215,647.36	213,804.38	429,451.74
D13 (INITIATION FEE)	545.00	485.00	1,030.00
D16 (POSTAGE)	576.47	493.65	1,070.12
D18 (SAFETY REMITTANCE)	466.06	443.53	909.59
D2 (VANCOUVER ISLAND SUB LOCAL)	15,086.10	24,087.42	39,173.52
D20 (LOCAL EDUCATION FUND)	547.05	738.98	1,286.03
D5 (NATIONAL EXPENSE CLAIMS)	399.88	0.00	399.88
D7 (TERM DEPOSIT INTEREST)	0.00	501.78	501.78
D8 (OTHER)	6,716.61	475.28	7,191.89
D80 (DHL Adjustment Funds)	0.00	2,000.00	2,000.00
	<u>239,984.53</u>	<u>243,030.02</u>	<u>483,014.55</u>
	239,984.53	243,030.02	483,014.55
1 (DUES & FEES TO NATIONAL)	103,536.01	111,090.02	214,626.03
12 (MEALS & COFFEE EXPENSES)	55.29	47.90	103.19
15 (HOTEL & MEETING ROOMS)	19.11	0.00	19.11
16 (POSTAGE & COURIER SERVICE)	257.12	6,537.48	6,794.60
17 (EQUIPMENT RENTALS/PAYMENT)	1,787.48	2,329.03	4,116.51
18 (CONTRIBUTIONS & GIFTS)	178.40	2,500.00	2,678.40
2 (OFFICE SUPPLIES)	1,703.77	188.28	1,892.05
25 (LIFE INSURANCE & POLICIES)	6,906.84	6,906.84	13,813.68
27 (UNION JACKET/PENS/HATS)	0.00	1,012.28	1,012.28
28 (OTHER)	65.00	3,480.00	3,545.00
29 (VEHICLE ALLOWANCES)	6,212.50	5,725.00	11,937.50
30 (CAW-COUNCIL DUES)	1,917.36	2,057.23	3,974.59
32 (BARGAINING UNIT EXPENSES)	32,865.98	35,024.77	67,890.75
33 (WCB APPEAL EXPENSES)	3,003.48	1,050.00	4,053.48
4 (LABOUR COUNCIL'S)	0.00	725.00	725.00
45 (VANCOUVER ISLAND SUB LOCAL)	2,952.31	4,534.32	7,486.63
5 (EDUCATION COSTS)	634.39	1,694.64	2,329.03
6 (HALL RENTAL)	4,362.14	4,362.14	8,724.28
7 (TELEPHONE EXPENSES)	671.64	583.76	1,255.40
79 (Adjustment Committee Fund)	76.16	76.16	152.32
8 (BANK CHARGES)	52.50	78.00	130.50
9 (WORKERS COMPENSATION)	0.00	456.54	456.54
P_ADVANCES (ADVANCES GIVEN)	0.00	0.00	0.00
Payroll Expenses	<u>67,862.97</u>	<u>95,808.94</u>	<u>163,671.91</u>
	<u>235,120.45</u>	<u>286,268.33</u>	<u>521,388.78</u>
	<u>4,864.08</u>	<u>-43,238.31</u>	<u>-38,374.23</u>

January through October 2020 - Yearly Deposits vs Expenses

	<u>TOTAL</u>
Income	
D1 (NATIONAL OFFICE DUES)	2,036,975.52
D13 (INITIATION FEE)	3,443.02
D16 (POSTAGE)	16,888.10
D18 (SAFETY REMITTANCE)	5,316.22
D2 (VANCOUVER ISLAND SUB LOCAL)	307,089.28
D20 (LOCAL EDUCATION FUND)	16,185.25
D33 (WCB DEPARTMENT)	1,581.57
D4 (NATIONAL REBATE)	64,500.00
D44 (RETIREE'S)	968.63
D5 (NATIONAL EXPENSE CLAIMS)	56,027.79
D7 (TERM DEPOSIT INTEREST)	566.58
D8 (OTHER)	13,670.34
D80 (DHL Adjustment Funds)	2,000.00
D9 (INTEREST)	<u>215.49</u>
Total Income	<u>2,525,427.79</u>
Gross Profit	2,525,427.79
Expense	
1 (DUES & FEES TO NATIONAL)	1,102,273.69
11 (DUES REFUNDS)	162.87
12 (MEALS & COFFEE EXPENSES)	1,311.84
13 (PARKING & TAXI EXPENSES)	58.00
15 (HOTEL & MEETING ROOMS)	19.11
16 (POSTAGE & COURIER SERVICE)	27,269.16
17 (EQUIPMENT RENTALS/PAYMENT)	33,053.60
18 (CONTRIBUTIONS & GIFTS)	13,512.87
2 (OFFICE SUPPLIES)	10,537.77
21 (ARBITRATOR AND LAWYER FEES)	4,634.69
25 (LIFE INSURANCE & POLICIES)	67,334.22
27 (UNION JACKET/PENS/HATS)	1,012.28
28 (OTHER)	24,934.12
29 (VEHICLE ALLOWANCES)	58,982.50
30 (CAW-COUNCIL DUES)	20,412.56
32 (BARGAINING UNIT EXPENSES)	221,785.97
33 (WCB APPEAL EXPENSES)	7,203.48
4 (LABOUR COUNCIL'S)	2,900.00
43 (PAID EDUCATION LEAVE PROGRAM)	9,340.79
44 (RETIREE'S)	968.63
45 (VANCOUVER ISLAND SUB LOCAL)	32,458.04
5 (EDUCATION COSTS)	51,528.35
6 (HALL RENTAL)	43,621.40
7 (TELEPHONE EXPENSES)	10,072.74
79 (Adjustment Committee Fund)	778.18
8 (BANK CHARGES)	575.25

9 (WORKERS COMPENSATION)	1,560.78
P_ADVANCES (ADVANCES GIVEN)	-111.00
Payroll Expenses	<u>661,126.95</u>
Total Expense	<u>2,409,318.84</u>
Net Income	<u><u>116,108.95</u></u>

Balance Sheet – Ending October 2020

	<u>31 Oct 20</u>
ASSETS	
Current Assets	
Chequing/Savings	
@Unifor2020	298,945.71
Adjustment Account (DHL/Loomis) (Adjustment Account Fund)	5,283.69
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>17,023.00</u>
Total Chequing/Savings	<u>362,024.52</u>
Total Current Assets	<u>362,024.52</u>
TOTAL ASSETS	<u><u>362,024.52</u></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	181,569.94
Net Income	<u>116,108.95</u>
Total Equity	<u>361,912.83</u>
TOTAL LIABILITIES & EQUITY	<u><u>362,024.52</u></u>

Explanation to Expense Categories: JANUARY THROUGH OCTOBER 2020

DUES & FEES TO NATIONAL: (\$ 1,102,273.69)

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: (\$ 162.87)

This is where any Dues Refunds or adjustments are listed.

MEALS & COFFEE EXPENSES: (\$ 1,311.84) 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: (\$ 19.11) also included in Bargaining Unit Expenses
Covers any and all expenses within the Local, Special Conferences and Conventions etc.

POSTAGE & COURIER SERVICE: (\$ 27,269.16)
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: (\$ 33,053.60)
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: (\$ 13,512.87)
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: (\$ 10,537.77)
Covers any supplies for the office.

LAWYER FEES and ARBITRATOR FEES: (\$ 4,634.69)
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: (\$ 67,334.22)
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 (\$ 1,012.28)
This covers any purchase of Union paraphernalia.

OTHER: (\$ 24,934.12)
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: (\$ 58,982.50)

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: (\$ 20,412.56)

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: (\$ 221,785.97)

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: (\$ 7,203.48)

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: (\$ 2,900.00) ***

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: (\$ 968.63)

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: (\$ 32,458.04)

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

EDUCATION COSTS: (\$ 51,528.35)

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: (\$ 43,621.40)

Office rental space at New Westminster, BC.

TELEPHONE EXPENSES: (\$ 10,072.74)

Covers all Telephone, Fax and Cell phone usage.

BANK CHARGES: (\$ 575.25)

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

ADJUSTMENT FUND: (\$ 778.18)

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: (\$ - 111.00)

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

PAYROLL EXPENSES: (\$ 661,126.95)

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

TOTAL JANUARY – OCTOBER EXPENSE: 2020	- \$ 2,409,318.84
TOTAL JANUARY – OCTOBER DEPOSITS: 2020	<u>+\$ 2,525,427.79</u>
DEFICIT/<u>SURPLUS</u> ENDING OCTOBER: 2020	<u>+\$ 116,108.95</u>

Proposed Budget – 2020

	<u>Jan - Dec 20</u>
Income	
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>
Total Income	<u>3,265,236.00</u>
Gross Profit	3,265,236.00
Expense	
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
Payroll Expenses	<u>882,000.00</u>
Total Expense	<u>3,265,236.00</u>
Net Income	<u><u>0.00</u></u>

January – October 2020 Budget vs Actual

	Jan - Oct 20	Budget
Income		
D1 (NATIONAL OFFICE DUES)	2,036,975.52	2,049,850.00
D13 (INITIATION FEE)	3,443.02	4,500.00
D16 (POSTAGE)	16,888.10	18,000.00
D18 (SAFETY REMITTANCE)	5,316.22	6,000.00
D2 (VANCOUVER ISLAND SUB LOCAL)	307,089.28	402,700.00
D20 (LOCAL EDUCATION FUND)	16,185.25	26,400.00
D3 (Loomis Owner Operators Fund)	0.00	8,000.00
D33 (WCB DEPARTMENT)	1,581.57	
D3A (DHL Owner Operators Fund)	0.00	2,100.00
D4 (NATIONAL REBATE)	64,500.00	64,500.00
D44 (RETIREE'S)	968.63	
D5 (NATIONAL EXPENSE CLAIMS)	56,027.79	85,000.00
D7 (TERM DEPOSIT INTEREST)	566.58	400.00
D8 (OTHER)	13,670.34	45,353.34
D80 (DHL Adjustment Funds)	2,000.00	
D9 (INTEREST)	215.49	1,060.00
Total Income	2,525,427.79	2,713,863.34
Gross Profit	2,525,427.79	2,713,863.34
Expense		
1 (DUES & FEES TO NATIONAL)	1,102,273.69	1,124,340.00
10 (MEDICAL SERVICE PLAN B.C.)	0.00	0.00
11 (DUES REFUNDS)	162.87	7,800.00
12 (MEALS & COFFEE EXPENSES)	1,311.84	4,600.00
13 (PARKING & TAXI EXPENSES)	58.00	90.00
14 (AIR & TRAVEL EXPENSES)	0.00	2,000.00
15 (HOTEL & MEETING ROOMS)	19.11	11,000.00
16 (POSTAGE & COURIER SERVICE)	27,269.16	39,000.00
17 (EQUIPMENT RENTALS/PAYMENT)	33,053.60	30,000.00
18 (CONTRIBUTIONS & GIFTS)	13,512.87	20,000.00
2 (OFFICE SUPPLIES)	10,537.77	13,500.00
21 (ARBITRATOR AND LAWYER FEES)	4,634.69	20,000.00
25 (LIFE INSURANCE & POLICIES)	67,334.22	67,500.00
27 (UNION JACKET/PENS/HATS)	1,012.28	7,500.00
28 (OTHER)	24,934.12	40,000.00
29 (VEHICLE ALLOWANCES)	58,982.50	65,000.00
30 (CAW-COUNCIL DUES)	20,412.56	21,000.00
32 (BARGAINING UNIT EXPENSES)	221,785.97	271,750.00
33 (WCB APPEAL EXPENSES)	7,203.48	10,100.00
4 (LABOUR COUNCIL'S)	2,900.00	2,000.00
43 (PAID EDUCATION LEAVE PROGRAM)	9,340.79	25,000.00
44 (RETIREE'S)	968.63	2,650.00
45 (VANCOUVER ISLAND SUB LOCAL)	32,458.04	75,200.00
5 (EDUCATION COSTS)	51,528.35	72,000.00

6 (HALL RENTAL)	43,621.40	45,000.00
7 (TELEPHONE EXPENSES)	10,072.74	6,500.00
79 (Adjustment Committee Fund)	778.18	1,000.00
8 (BANK CHARGES)	575.25	1,000.00
9 (WORKERS COMPENSATION)	1,560.78	2,000.00
P_ADVANCES (ADVANCES GIVEN)	-111.00	-1,500.00
Payroll Expenses	661,126.95	735,000.00
Total Expense	2,409,318.84	2,721,030.00
Net Income	116,108.95	-7,166.66

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. **A lot of Bargaining that was scheduled at the end of March, and into September will be rebooked once the Province is back to a somewhat normal schedule, allowing meetings and travelling to take place throughout the Province. Bargaining outside of the Province will also be dealt with case by case. Video conferences and Simply Voting will be utilized as well for Bargaining.**

Educations costs include our members that we sent to the CO-OP Strike in Regina, National is reimbursing for those costs. We also had some members working on the Unifor Provincial Member-To-mMember Campaign

Arbitrations and Lawyer's Fees \$ 4,634.69: 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. Dealing with an issue at Hospitality Inn, which requires our Lawyers assistance to get an award through the courts if needed.

Other items to make mention of:

The COVID-19 Pandemic has seen many non-essential businesses close and offer working from home for some or lay offs for others during this pandemic. Our Local staff have agreed to take wage and income reductions (Local Reps and Full-Time officers 25%; Support Staff 15%) for a 3 month period (May, Jun & July 2020), after this period and once the Local is on good ground again those wages and incomes will be paid back to our employees. **Cancelled early at the end of June 2020. The local owes about \$29,132.00 to our staff for these two months of reductions that are being paid back now throughout November 2020.**

The Local is also looking into the Government programs that are being offered, but we may not qualify.

*** 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).*

*** The Local is in the process of hiring a Local Representative for the Island. – **On hold right now.***

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. **Our Local is withdrawing from the VIDC and will find our own office space.

***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.*

***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.*

Financial Report given at the November 20th, 2020 Conference call for Staff and Executive Members.