



GSU National Council Conference Call
Tuesday, June 21, 2011 – 1:00 pm to 4:00 pm

Minutes of meeting

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1) Call to Order

Brother Mark Brunell, GSU National President called the meeting to order at 1:20 p.m. He called the roll of officers present, as follows:

Present:

In person – Bonnie Robichaud Boardroom

Mark Brunell, Chair
Pierre Alarie, RVP Quebec
Daniel Charron, NVP
David Cuning, RVP Ontario
Mélanie Hamel, RVP Quebec
Donna Lackie, NEO
Ron Le Blanc, RVP NCR
Nicole Rousseau, RVP NCR
Alex Sauvé, NVP

By phone:

Martine Babcook, RVP Western
Bob Cameron, RVP Atlantic
Randy Ford, NVP
Jack Gale, RVP Pacific
Michelle Little, RVP Atlantic
Phil Robinson, RVP Pacific
Bill Walsh, RVP Atlantic

Regrets:

Robert Spencer, RVP NCR (French Training)
Mitch Sylvestre, RVP Western

Staff:

Gail Peck, Finance and Administration Officer
Laura Griffin, Special Advisor to National President
Maria Thomas, Administrative Assistant to National President

Announcements

- Due to Air Canada Strike, the National Council meeting scheduled for June 21, 22 and 23, 2011 in St. John's, Newfoundland was cancelled and replaced with this conference call. Brother Brunell thanked everyone for their flexibility and for accepting the format of this conference call.
- He forwarded a special thank you to Sisters Peck, Griffin and Thomas for all of their hard work over the last of couple weeks.
- Requested that National Council identify themselves when speaking.
- Indicated that cell phones were not to be used for the duration of the meeting.
- Highlighted the need to deal with two very important issues: 1) 2011 GSU Triennial Convention and 2) 2011 Federal Budget. (Strategic Review Results)

- Spoke with Brother Bill Dennis (former Ontario RVP). Brother Dennis is doing well and he is looking forward to meeting everyone at the Convention in Toronto.
- Royal Canadian Mint has reached a tentative agreement.

2) Agenda

m/s Phil Robinson / David Cunning

That the agenda be adopted.

Recorded vote #1. MOTION CARRIED. (Appendix 'A' – p. 6)

3) New Business (Convention 2011)

A) Convention Update

- Sister Griffin reported on the preparations regarding Convention 2011. A copy of the "Draft Convention Programme" was provided in the kits and by email.
- Brother Brunell asked the RVPs to remind their Locals to send by email or by fax their credentials and their resolutions to the National Office as the deadline is June 25, 2011. Due to a postal strike the Locals can send their payment for the registration fee at a later time.
- For the 2011 GSU Triennial Convention, there will be a total of four committees: General, By-laws, Finance and Structure. For each committee, there will be two co-chairs and at least one representative from each region.
- It was suggested to invite Sister Nycole Turmel to the Convention. She is the Public Works and Government Services critic and National Caucus Chair for the NDP.
- Brother Brunell will prepare an Emergency Resolution on Strategic Review.
- Brother Gordon, PSAC National President is planning to attend the Convention.

B) GSU Structure Resolutions

m/s Alex Sauvé /Phil Robinson

The Committee recommended that the National Council adopt the four Structure Resolutions and forward them to the 2011 GSU Triennial Convention.

Recorded vote #2. MOTION CARRIED. (Appendix 'B' – p. 7)

C) By-laws Resolutions

m/s Randy Ford / Ron Le Blanc

The Committee recommended that the National Council adopt the following By-laws resolutions and forward them to the 2011 GSU Triennial Convention.

Recorded vote # 3. MOTION CARRIED. (Appendix 'C' – p. 11)

D) Proposed Budget 2012-2014

m/s Daniel Charron / Donna Lackie

To adopt the Proposed GSU Budget 2012 to 2014 and forward it to the 2011 GSU Triennial Convention.

Recorded vote #4. MOTION CARRIED. (Appendix 'D' – p. 17)

4) GSU Committee Reports

A) Financial Review Committee

m/s Daniel Charron / Michelle Little

That the 2010 Audited Financial Statements be accepted as presented.

Recorded vote #5. MOTION CARRIED.

Brother Randy Ford, National Vice-President assumed the Chair. (3:20 p.m.)

B) Union Recognition Committee

Brother Pierre Alarie, Chair of the Union Recognition Committee reported on behalf of the Committee. The other member is Brother David Cunning.

The voting procedure for Life Membership is usually conducted by a secret ballot. As this is a conference call, it will not follow the normal procedure.

Recommendations from the Union Recognition Committee

m/s Pierre Alarie / David Cunning

1. The committee recommends that Brother Mark Brunell be awarded a GSU Life membership in recognition of his dedicated and outstanding service to the members of GSU.

m/s Pierre Alarie / David Cunning

2. The committee recommends that Brother Phil Robinson be awarded a GSU Life membership in recognition of his dedicated and outstanding service to the members of GSU.

m/s Randy Ford / Jack Gale

3. The GSU National Council recommends that Brother Mark Brunell be awarded a PSAC Life membership in recognition of his outstanding contributions to the welfare of PSAC members at many levels of the organization.

Brother Ford, with the assistance of Sister Griffin, explained the voting process.

- National Council Members agreed to vote by email.

- In the email, Sister Griffin will enclose a ballot with two recommendations from the URC and a third submitted by Brother Ford.
- National Council Members will complete the ballot and email back to Sister Griffin at griffil@psac.com
- Deadline is June 29, 2011.
- Sister Griffin will maintain the confidentiality of the ballots and advise National Council of the results.

Also, the URC committee was tasked to review Policy 4 (Awards of merit). The Committee will submit a written report to a future conference call meeting.

Brother Brunell assumed the Chair at 4:00 p.m.

5) Round Table

- The meeting ended with a round table discussion. In brief, National Council members expressed their concerns regarding the Strategic Review. Management held various briefing sessions throughout the regions for PSAC members and the majority of the RVPs attended these sessions. A special meeting on Work Force Adjustment Committee is scheduled for June 29, 2011. Brother Brunell will be working closely with the PSAC to develop an Emergency Resolution to be presented at the 2011 GSU Triennial National Convention.
- Another conference call will be scheduled in July 2011.

Oath of Office

- Brother Brunell administered the Oath of Office to Sister Mélanie Hamel, the new Regional Vice-President for the Quebec Region.

6) Adjournment

The meeting adjourned at 4:45 p.m.

Recorded Votes

Legend / Légende : 1. Yes / Pour 2. No / Contre 3 Abstain / Abstention 4. Absent / Absent-e	Adoption of Agenda	3B) Structure Resolutions	3C) By-laws Resolutions	3D) Convention Budget	4A) Finance Cttee Report – Financial Statements
Vote # / No de vote	#1	#2	#3	#4	#5
Alarie, Pierre	1	1	1	1	1
Babcook, Martine	1	1	1	1	1
Cameron, Bob	1	2	1	1	1
Charron, Daniel	1	1	1	1	1
Cunning, David	1	2	1	1	1
Ford, Randy	1	1	1	1	1
Gale, Jack	1	1	1	1	1
Hamel, Mélanie	1	1	1	1	1
Lackie, Donna	1	1	1	1	1
Le Blanc, Ron	1	1	1	1	1
Little, Michelle	1	1	1	1	1
Robinson, Phil	1	1	1	1	1
Rousseau, Nicole	1	1	1	1	1
Sauvé, Alex	1	1	1	1	1
Spencer, Robert	4	4	4	4	4
Sylvestre, Mitch	4	4	4	4	4
Thomson, Dave	1	2	1	1	1
Walsh, Bill	1	1	1	1	1
Brunell, Mark	1	1	1	1	1

APPENDICES

Appendix 'A' – Agenda

**Government Services Union, PSAC
National Council Meeting
June 21, 2011
Conference Call Meeting**

Agenda

- 1) Call to Order – 1:00 pm
- 2) Approval of Agenda
- 3) New Business – Convention 2011**
 - A) Convention Update
 - B) GSU Structure resolutions
 - C) By-laws Resolutions
 - D) Proposed Budget 2012 – 2014
- 4) GSU Committee Reports
 - A) Financial Review Committee
 - B) Union Recognition Committee
- 5) Round Table
- 6) Adjournment – 4:00 pm

Appendix 'B' - Proposed Resolutions on Structure from the National Council

Resolution 1 – By-law 6, Section 2: National Council composition

BE IT RESOLVED THAT By-law 6, Section 2 be amended to read as follows;

Section 2

The National Council shall be composed of;

- a) The National President*
- b) Three (3) National Vice-presidents, one of whom will be assigned responsibility for Equity issues*
- c) Seven (7) Regional Vice-presidents representing the following regions;*
 - Pacific region – one Regional Vice-president*
 - Western region – one Regional Vice-president*
 - Ontario region – one Regional Vice-president*
 - National Capital region – two Regional Vice-presidents*
 - Québec region – one Regional Vice-president*
 - Atlantic region – one Regional Vice-president*

Resolution 2 – Omnibus Resolution: GSU Structure Implementation

WHEREAS the GSU 2011 Convention has approved a new GSU structure,

BE IT RESOLVED THAT the following amendments to the GSU By-laws, Regulations and Policies be adopted.

1. Add following new paragraphs to Section 1 of By-law 7, Duties of the National President;

- o) Maintain open communications in accordance with the GSU Communication Plan.*
- p) Take advantage of opportunities to mentor new officers.*

2. Add the following new paragraphs to Section 2 of By-law 7, Duties of National Vice-presidents;

- f) Maintain open communications in accordance with the GSU Communication Plan.*
- g) Take advantage of opportunities to mentor new officers.*
- h) In addition, the National Vice-president – Equity will be responsible for GSU Equity issues.*

3. Delete Section 3 of By-law 7 – Duties of National Equity Officer

4. Amend Section 4 h) of By-law 7, Duties of Regional Vice-presidents, to read as follows.

- h) Once each year convene a regional meeting of Local Presidents in their region; and report on behalf the meeting, with recommendations, to the subsequent GSU Local Presidents' Council.*

5. Add the following new paragraphs be added to Section 4 of By-law 7, Duties of Regional Vice-presidents;

j) Maintain open communications in accordance with the GSU Communication Plan

k) Take advantage of opportunities to mentor new officers.

6. Amend Sections 1 a) and b) of By-law 8 – Election of National Officers to read as follows;

a) The National President and the three National Vice-presidents shall be nominated and elected by the delegates in attendance at each regular Triennial National Convention of this Union.

b) The Alternate National Vice-president - Equity shall be nominated and elected by the delegates in attendance at each regular Triennial National Convention of this Union

7. Amend Section 4 a) of By-law 8 – Election of National Officers to read as follows

a) The election of the National President, the National Vice-president – Equity, the two National Vice-presidents, and the Alternate National Vice-president - Equity shall proceed in that order.

8. Amend Section 4 b) i) and ii) of By-law 8 – Election of National Officers to read as follows:

i) In the National Capital Region both Regional Vice-presidents should not be members of the same Local unless there are not sufficient candidates from multiple Locals to fill the positions. Regional Vice-presidents in the NCR shall represent the Locals as assigned by the National President after consultation with the Locals.

ii) Regional Vice-presidents in other regions must be members in good standing in the regions they will represent. All Delegates in the regional caucus may nominate and elect the Regional Vice-president.

9. Amend Sections 1 and 2 of By-law 9 – Vacancies in National Officer positions, to read as follows;

Section 1

In the event of a vacancy in the office of National President, the position shall be filled by the three National Vice-presidents in accordance with GSU Regulation.

Section 2

In the event of a vacancy in the office of a National Vice-president, the National Council shall elect one of the Regional Vice-presidents to fill the position of National Vice-president. In the event of a vacancy in the office of National Vice-president – Equity, the national president shall appoint the Alternate National Vice-president – Equity to fill the position.

10. Amend By-law 11 – Local Presidents' Council to read as follows:

Section 1

In the year prior to the GSU Triennial National Convention, the National President will convene a meeting of the Local Presidents' Council. The agenda will include subjects of

interest to Local Officers as well as educational sessions. The Local Presidents' Council may make recommendations to the National Council. The National Council Meeting for that year will be held immediately after the Council meeting.

11. Add a new section to By-law 11 – Local Presidents' Council as follows:

Section 2

The Local Presidents' Council will receive reports from each of the regional meetings of Local Presidents and choose action items for discussion from amongst the issues raised in these regional reports. A portion of the Local Presidents' Council agenda will be reserved for discussion of these items.

12. Delete GSU Regulation 1 – Regions for Regional Vice-presidents.

13. Add the following new duties be added to By-law 7 – Duties of Officers, Section 1 e) of Regulation 2 – Framework Local By-laws:

f) Participate on Regional Consultation Committees if requested by the Regional Vice-president and if approved by the GSU National President

g) Participate on GSU Standing Committees if requested by the GSU National President.

14. Amend Part 1 of Regulation 11 – Selection of Delegates to PSAC Conventions to read as follows;

Part 1

The following GSU members shall be delegates to the PSAC Convention:

a) The Component President is automatically a PSAC delegate as a member of the PSAC National Board of Directors and this is in addition to the number of delegates each Component is entitled to send.

b) The three (3) National Vice-presidents shall be automatic GSU delegates to the PSAC Convention.

c) The seven (7) Regional Vice-presidents shall be automatic GSU delegates to the PSAC Triennial Convention.

15. Amend the first paragraph of Regulation 12 – Selection of Delegates to Conferences and Seminars to read as follows;

Delegates to Conferences and Seminars will be determined by the GSU National President and the National Vice-president with responsibility for the relevant portfolio.

Resolution 3 – Greater role in GSU Governance for Local Presidents

WHEREAS the 2008 GSU Convention approved Resolution 08\01 which called for greater involvement of Local Presidents in the governance of this Union

BE IT RESOLVED THAT this convention recognizes that Local Presidents may be appointed to GSU Standing Committees by the National President and that Local Presidents may participate at Regional Labour Management Committees at the call of the appropriate Regional Vice-president.

BE IT FURTHER RESOLVED THAT each annual meeting of Regional Vice-presidents and Local Presidents will report to the next GSU Local Presidents' Council. These reports may raise issues of concern to the Locals which may be discussed at the Local Presidents' Council.

Resolution 4 – House-keeping issues related to Structure Changes

WHEREAS numerous amendments to the GSU By-laws have been made while changing GSU Structure, and

WHEREAS some unchanged paragraphs need to re-numbered, re-ordered or other minor errors may have inadvertently been created.

BE IT RESOLVED THAT the Convention approves any other editorial changes or corrections which may be required, subject to ratification of the National Council.

Appendix 'C' - Proposed By-laws Resolutions from National Council to Convention

Resolution 1 – By-law 19 – Definitions

WHEREAS the term “Local meeting” appears in the GSU by-laws, regulations and policies and has may not be interpreted the same by everyone, and;

WHEREAS the 2008 Triennial Convention mandated National Council to develop a clear definition of the term “Local meeting,”

BE IT RESOLVED THAT the following new definitions be added to By-law 19.

General Membership Meeting:

- A meeting of the Local members, called in accordance with the Local By-laws, including appropriate advance notice, where all members present have voice and vote.
- A regular General Membership Meeting is a meeting, as described above that is called for in the normal schedule of the Local.
- A special General Membership Meeting is a meeting, as described above, that is outside of the normal schedule of the Local, as called for by the Local Executive or the membership.

Annual General Membership Meeting:

- The General Membership Meeting of the Local, that is held once each year in accordance with the Local By-laws, where the Local Budget, Audited Financial Statements and the elections of officers, etc. are dealt with.

Executive Committee Meeting:

- A meeting of the Local Executive Officers called in accordance with Local By-laws to deal with the business of the Local between General Membership Meetings and that is open to members of the Local.

BE IT FURTHER RESOLVED THAT every instance in the GSU By-laws, Regulations and Polices that refers to a Local meeting be changed to use the appropriate terminology found in these new definitions.

Resolution 2 – Jurisdiction of Ontario Regional Vice-presidents

WHEREAS it is current practice that both Ontario Regional Vice-presidents share the workload of the entire region, and;

WHEREAS there is only one large Local in the region and several very small Locals;

BE IT RESOLVED THAT By-law 6, Section 2 (d) be amended to combine the two RVP jurisdictions for Ontario into one shared jurisdiction. The revised bullet will now read;

- Ontario, excluding the National Capital Region - two (2) RVPs

BE IT FURTHER RESOLVED THAT Regulation 1 be amended to combine the two RVP jurisdictions for Ontario into one shared jurisdiction. The revised bullet will now read;

- Ontario, excluding the National Capital Region

Resolution 3 – By-law 6, Sections 4 and 5

WHEREAS at one time there were both voting and non-voting members of the National Council; and

WHEREAS this is no longer the case;

BE IT RESOLVED THAT the word “voting” be deleted from By-law 6, Sections 4 and 5. The revised Section 4 and 5 will now read as follows;

Section 4

A quorum of the National Council shall be the National President or designate and fifty percent (50%) of the voting members of the National Council.

Section 5

The National Council shall hold at least one meeting each year at such time as the National President may direct; and at any other time if requested in writing by at least one third of the voting members of the National Council.

Resolution 4 – By-law 8, Sections 8 and 9

WHEREAS the Accountability Accord is read prior to GSU elections and the Oath of Office is administered after the elections.

BE IT RESOLVED THAT By-law 8 be amended to reverse the order of Sections 8 and 9. The two sections of By-law 8 will now read as follows;

Section 8

Prior to the start of elections at any GSU meeting, the officer conducting the elections shall read aloud the GSU Elected Officer Accountability Accord found in GSU Regulation.

Section 9

The Oath of Office found in these By-laws shall be administered to all Officers immediately before taking office.

Resolution 5 – By-law 9, Section 3

WHEREAS the wording in GSU By-law 9, Section 3 is not clear,

BE IT RESOLVED THAT By-law 9, Section 3 be amended to read as follows;

Section 3

All nominees for National Council office must have been voting delegates at the last Triennial National Convention....

Resolution 6 – By-law 12, Section 6

WHEREAS GSU By-law 12, Section 6 does not clearly define the type of Local meeting at which a Local should elect its delegates to Convention,

BE IT RESOLVED THAT By-law 12, Section 6 be amended as follows;

Section 6

The President of each GSU Local will automatically represent their Local as a Delegate at Convention.

At least four months prior to the opening date of the Convention, each Local shall elect at a General Membership Meeting such other accredited delegates as it is entitled to send to the Convention of the Union. Each Local shall be entitled to delegates, as elected by the Local at a general meeting, on the following basis:

- if the Local has up to 100 members – one delegate – the Local President
- if the Local has 101 to 300 members – two delegates
- if the Local has 301 to 500 members – three delegates
- if the Local has more than 500 members – three delegates plus one additional delegate for every additional 100 members or major fraction thereof

Resolution 7 – By-law 12, Section 11

WHEREAS GSU should make use of modern technologies where possible, and
WHEREAS the words “in book form” in Section 11 of By-law 12 are more restrictive than necessary,

BE IT RESOLVED THAT By-law 12, Section 11 be amended to read as follows;

Section 11

... The resolutions shall be indexed and distributed to all Locals ~~in book form~~ and to all accredited delegates at least two months prior to the Convention.

Resolution 8 – By-law 12, Section 11

WHEREAS GSU By-laws state that Conventions will deal with resolutions from Locals;
and

WHEREAS it should be more clear that Local members must approve the resolutions it sends to Convention at a duly convened meeting of its members,

BE IT RESOLVED THAT By-law 12, Section 11 be amended as follows;

Section 11

Each Local shall be entitled to present resolutions as approved at a General Membership Meeting for consideration by the Triennial National Convention....

Resolution 9 – By-law 12, Section 12

WHEREAS the current By-law setting the deadline for late resolutions to GSU convention is not clear,

BE IT RESOLVED THAT By-law 12, Section 12 be amended to read as follows;

Section 12

Late resolutions to the Convention shall be submitted to the National President no later than seven (7) days prior to the opening of the Convention. The late resolutions must be approved by the Convention for consideration and shall be the last order of business.

Resolution 10 – By-law 12, Section 18

WHEREAS the word “Component” is not been defined in our By-laws; and

WHEREAS the word “Union” has been defined in By-law 1, Section 1 and By-law 19,

BE IT RESOLVED THAT By-law 12, Section 18 be amended to read as follows;

Section 18

The National Council will grant financial assistance to a Local(s) of the Union ~~Component~~ for the purpose of hosting a National Convention...

Resolution 11 – By-law 12, Section 18

WHEREAS it is current practice to include Regional Vice-presidents in any consultation with Locals within their area of responsibility,

BE IT RESOLVED THAT GSU By-law 12, Section 18 be amended to read as follows;

Section 18

The National Council will grant financial assistance to a Local(s) ...after consultation with the Local and the Regional Vice-president concerned.

Resolution 12 – Regulation 1

WHEREAS there is an inconsistency in By-law 6, Section 2 and Regulation 1 regarding RVP jurisdictions.

BE IT RESOLVED THAT Regulation 1 be changed to match the wording found in By-law 6, Section 2(d). The wording will now read as follows:

Pacific Region combines the following RVP jurisdictions:

- Lower BC mainland, including Vancouver
- Remainder of BC and Yukon Territories

Western Region combines the following RVP jurisdictions:

- Alberta, Nunavut and the North West Territories
- Saskatchewan and Manitoba

Ontario Region combines the following RVP jurisdictions:

- Northern Ontario, including Toronto
- Remainder of Ontario, excluding NCR -

The National Capital Region is a region in itself.

Quebec Region combines the following RVP jurisdictions:

- Quebec West, including Montreal
- Quebec East, including Quebec City

Atlantic Region combines the following RVP jurisdictions:

- Nova Scotia
- New Brunswick and PEI
- Newfoundland and Labrador

Resolution 13 – Regulation 2, By-law 7, Section 2

WHEREAS Section 9 of GSU By-law 10 dealing with Locals calls for reports from “Officers,” and

WHEREAS the Local Framework By-laws should match this requirement,

BE IT RESOLVED THAT Regulation 2, By-law 7, Section 2 be amended to read as follows;

Section 2 - the Vice-president shall:

- a) assist the President in his or her duties and replace the President when requested to do so, or in the case of absence, incapacity, resignation, or death*
- b) attend all meetings of the Executive Committee and of the Local*
- c) submit a written annual Activity Report to the Annual General Membership Meeting*
- d) perform other duties as may be assigned by the Executive Committee*

Resolution 14 – Regulation 2, By-law 9, Section 2 (g)

WHEREAS the current wording of Regulation 2, By-law 9, Section 2 (g) dealing with a Quorum for Local Meetings is very lax, and;

WHEREAS there have been instances where a General Membership Meeting has been challenged because there were very few members present,

BE IT RESOLVED THAT Regulation 2, By-law 9, Section 2 (g) be amended to read as follows;

g) A quorum for any General Membership Meeting, including the Annual General Membership Meeting, shall be a majority of the Local Executive Committee and at least _____ members (The Local shall set a specific number or percentage or combination, as determined by the Local).

Resolution 15 – Regulation 2, By-law 11, Section 3

WHEREAS Locals must provide audited annual financial statements to its members; and

WHEREAS there has been confusion about when the Local’s auditors should perform the audit,.

BE IT RESOLVED THAT Regulation 2, By-law 11, Section 3 be amended to read as follows;

Section 3

- a) The Treasurer shall submit a financial statement to all regular meetings of the Local and shall submit an audited annual financial statement to the National President of GSU within thirty (30) days following the Local’s Annual General Meeting.*
- b) The Auditors shall audit the Local’s financial statements prior to the next Annual General Membership Meeting in order to present their report.*

Resolution 16 – Regulation 8, Part 3 (a)

WHEREAS the English wording of GSU Regulation 8 causes some confusion about who may audit a Local's annual financial statements. and

WHEREAS the French wording of Regulation 8 is missing the reference to the Regional Vice-president,

BE IT RESOLVED THAT the English version of Regulation 8, Part 3 (a) be amended to read as follows;

a) Annual Financial Statements shall be prepared for each Annual General Membership Meeting and shall be audited by members of the Local appointed at the previous Annual General Membership Meeting, or by an appropriate firm of accountants, or by the Regional Vice-president or delegate.

BE IT FURTHER RESOLVED THAT the French version of Regulation 8, Part 3 (a) be amended to include the Regional Vice-president or delegate, as follows;

a) En prévision de chaque Assemblée générale annuelle (AGA), des états financiers annuels sont préparés, vérifiés par les membres de la section locale nommés lors de la précédente AGA, ou par un cabinet de comptables compétents, ou par le-la vice-président-e régional-e ou son-sa délégué-e.

**Appendix 'D' – Government Services Union
Proposed Budget 2012 to 2014**

	YEAR 2012	YEAR 2013	YEAR 2014	TOTAL 3 YEAR BUDGET
1 National Council Meetings	119,000	119,000	119,000	357,000
2 National Representational Expenses	119,800	119,800	119,800	359,400
3 Regional Representational Expenses	108,000	108,000	108,000	324,000
4 Collective Bargaining	10,000	10,000	10,000	30,000
5 Convention 2014	163,833	163,833	163,833	491,500
6 CLC, PSAC, Fed Conventions	10,800	10,800	10,800	32,400
7 Education, Conferences, Seminars	10,667	10,667	10,667	32,000
8 Local Presidents' Council	98,200	98,200	98,200	294,600
9 Local AGM Subsidies	1,700	1,700	1,700	5,100
10 Area Council Donations	3,200	3,200	3,200	9,600
11 Bursaries	3,000	3,000	3,000	9,000
12 President's Salary	113,967	113,967	113,967	341,900
13 President's Benefits	44,800	44,800	44,800	134,400
14 Employee Salaries	695,500	695,500	695,500	2,086,500
15 Employee Benefits	280,500	280,500	280,500	841,500
16 Severance Pay	11,500	11,500	11,500	34,500
17 Rent	94,233	94,233	94,233	282,700
18 Professional Fees	7,500	7,500	7,500	22,500
19 Insurance	4,300	4,300	4,300	12,900
20 Office Equip. Leases & Furniture	16,700	16,700	16,700	50,100
21 Postage & Express	5,000	5,000	5,000	15,000
22 Publications	7,500	7,500	7,500	22,500
23 Supplies, Printing & Stationary	12,000	12,000	12,000	36,000
24 Telephone & Fax	6,900	6,900	6,900	20,700
25 Translation	15,000	15,000	15,000	45,000
26 UnionWare	26,400	26,400	26,400	79,200
27 Miscellaneous Expenses	4,000	4,000	4,000	12,000
Total	1,994,000	1,994,000	1,994,000	5,982,000
Proposed Interest Earned	13,000	13,000	13,000	39,000
TOTAL FUNDING REQUIRED	1,981,000	1,981,000	1,981,000	5,943,000
PROPOSED DUES REVENUE (Based on 6,407 members)	1,981,000	1,981,100	1,981,100	5,943,000
Percentage Dues	0.5605%	0.5605%	0.5605%	0.5605%