



Budget

D



Section D: Budget 2024
Presented at Convention 2024

Finance

April 2024

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Introduction

In preparation for building the 2024 OPSEU/SEFPO budget, we significantly expanded opportunities for member leaders to engage in the budget process, ensuring inclusivity and transparency at every stage. We also expanded the amount of information provided to the Executive Board, ensuring that Board members had a much clearer sense of OPSEU/SEFPO's finances. Our approach built on last year's steps to empower our activists to actively participate in the development of the 2023 budget. This collaborative effort resulted in the creation of what has been coined an Activist Budget, aligning with our strategic goals and aspirations for the year.

An Activist Budget facilitates meaningful participation from member leaders and groups, providing a process for member groups to put forward budget proposals in order to achieve their strategic goals, for the Executive Board's consideration. We conducted numerous meetings with sector and equity group leaders, guiding them in outlining their strategic objectives for 2024 and the events and activities necessary to achieve them.

This inclusive approach garnered significant engagement across our membership. Member groups submitted a number of proposals, which were carefully reviewed and considered by Executive Board Members.

While the Executive Board has always been entrusted with budgetary responsibilities, this year's process has seen an unprecedented level of transparency. The Board dedicated several days to meticulously reviewing and amending the draft budget, ensuring alignment with our Strategic Plan, financial prudence, and fair resource allocation.

Our financial plan is not merely a collection of numbers; it is a reflection of our collective aspirations and priorities. It is a roadmap that guides us towards our goals and ensures the effective stewardship of our resources. This year's budget reflects OPSEU/SEFPO's commitment to advancing social and economic justice for all workers.

Workers need targeted resources to fight back. The 2024 budget allocates \$59.3 million for Members' Activities – that's over \$11 million more than last year, allowing locals, sectors, and divisions to fight back against unfair working conditions, bad bosses, and a provincial government bent on privatization!

This amount also includes \$11.2 million in Local Rebates, empowering locals – those closest to the workplace issues – to take significant action.

Furthermore, the budget addresses historical staffing deficiencies by allocating funds for new positions in critical areas, such as Political Action and Education, Contract Negotiations, and Local Services and Member Organizing. This allows OPSEU/SEFPO to better support members in improving their working lives and communities. We are pleased to present a budget that not only

sustains our operations but also fosters growth. Through responsible financial management and strategic decision-making, we will continue to strengthen our Union, empower our members, and advocate for social and economic justice.

Budget Fund Summaries

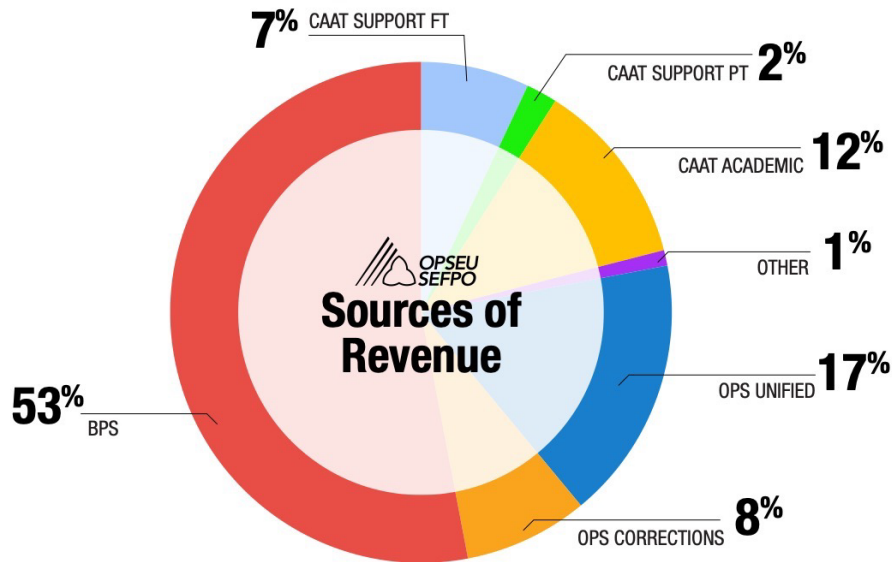
a. General Operating Fund

The budget that is being presented reflects a surplus of \$154,140 in the General Operating Fund.

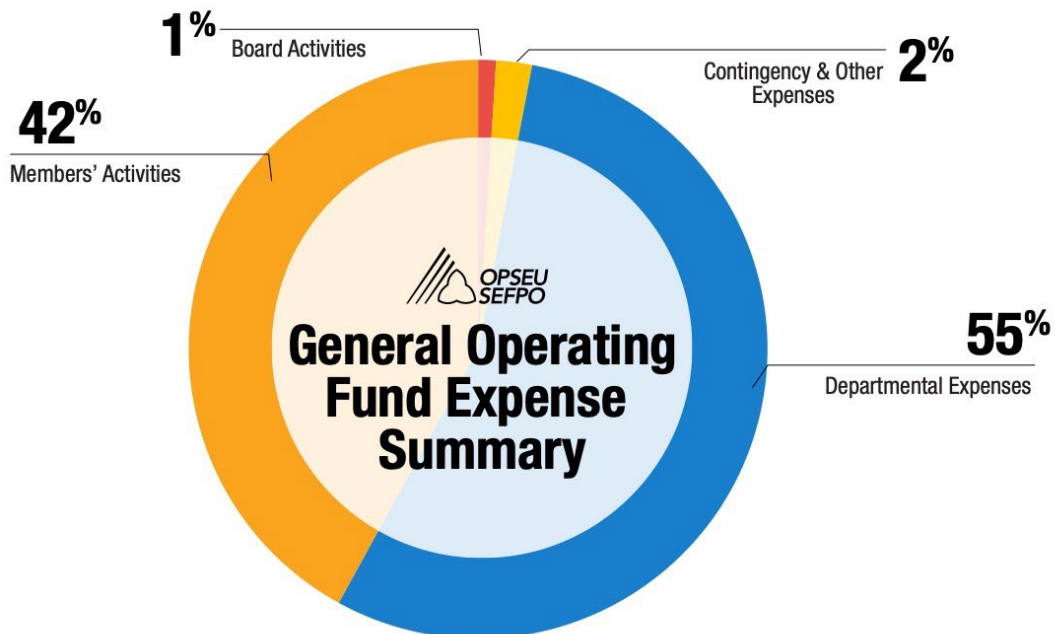
General Operating Fund

Net Revenue	\$ 143,339,750
Expenses	
Departmental Expenses	\$ (79,336,769)
Members' Activities	\$ (59,301,805)
Executive Board Expenses	\$ (1,547,036)
Contingency & Other Expenses	\$ (3,000,000)
Total Expenses	\$ (143,185,610)
General Operating Fund Surplus	\$ 154,140

The net revenue, after transfers to other funds, is predicted to be \$143,339,750. The revenue distribution is as shown below.



Expenses are budgeted at \$143,185,610, with Departmental Expenses and Members' Activities accounting for 55% and 42% of the total expenses, respectively.



b. Strike Fund

In accordance with OPSEU/SEFPO’s Constitution, 5% of the total dues are transferred to the Strike Fund; a transfer of \$8,296,950 is budgeted for this year.

Given the performance of the portfolio in the past year, a conservative approach was adopted to forecast the return on investment for 2024; as such, \$764,200 is budgeted as investment revenue.

Also note that most OPSEU/SEFPO buildings are held in the Strike Fund. As such, the only expense budgeted in the Strike Fund is the estimated depreciation cost of these buildings (\$3,200,000).

OPSEU/SEFPO does not budget for the cost of strikes or lockouts. If a strike or lockout occurs during the year, this would be funded from the Strike Fund and would impact the surplus noted below.

Strike Fund

Net Revenue	\$ 8,296,950
Expense	
Depreciation	\$ (3,200,000)
Total Expenses	\$ (3,200,000)
Strike Fund Surplus	\$ 5,096,950

c. Education Fund

This year’s budgeted revenue for the Education Fund is \$332,500 (Central Education). In line with OPSEU/SEFPO policy, any surplus in the Regional Education budget line is carried forward at the each of each year to a reserve on the balance sheet for education needs in the future and to accommodate any deficit budget years. Due to the sizable reserves, the Executive Board decided not to allocate any new revenue to the Regional Education budget line in the 2024 budget. Regional Education expenditures in 2024 will come from the prior years’ reserves.

A total expense of \$2,240,900 has been allocated to the Education Fund - \$1,577,000 is budgeted for Regional Education and \$663,900 is budgeted for Central Education.

Education Fund

Dues Contributions \$ **332,500**

Expenses	
Regional Education	\$ (1,577,000)
Central Education	\$ (663,900)
Total Expenses	\$ (2,240,900)
Education Fund Deficit	\$ (1,908,400)

d. Defence Fund

As has been the case in the past, \$200,000 is allocated to the Defence Fund this year. If this entire amount is used, shortfalls will be funded from the General Fund.

Defence Fund

Net Revenue \$ **200,000**

Expense	
Criminal & Other Defence	\$ (200,000)
Total Expenses	\$ (200,000)
Defence Fund Surplus	\$ -

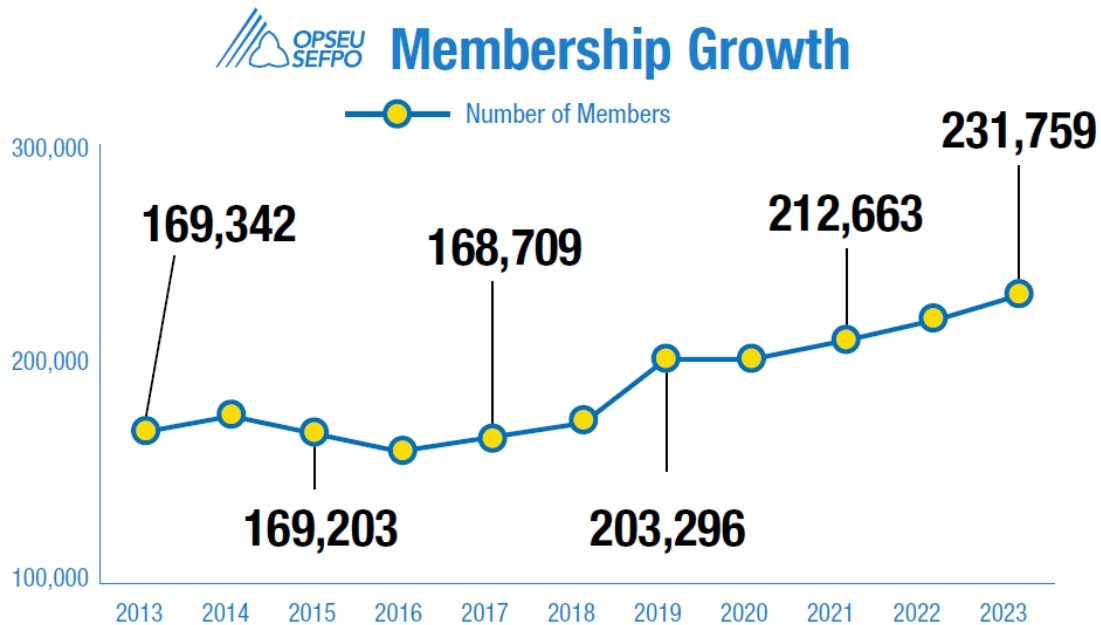
Revenue Budget

The dues rate is 1.375%; this was factored into the budget assumptions for 2024. Revenue is budgeted at a 6% increase, when compared to the actual revenue for 2023, presented in the Audited Financial Statements. The growth assumption considered the retroactive pay increases won following the determination that Bill 124 was unconstitutional, some of which were compounded over several years.

As OPSEU/SEFPO continues to attract new members and negotiate collective agreements that include significant wage and salary increases, we are optimistic that the dues revenue will continue to grow. Additionally, we expect further retroactive pay increases in 2024 due to the voiding of Bill 124.

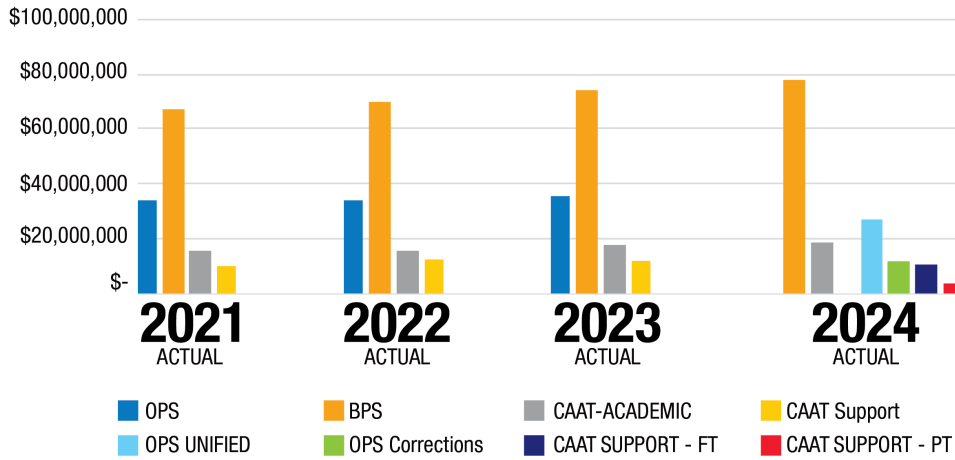
Revenues generated from permit fees and other miscellaneous sources are budgeted at the same levels as the 2023 actuals, with no expected growth. There is no budget included for the investment income.

The graph below illustrates member growth for the past 10 years.





Dues Revenue Trend Report



NOTE: Prior to the 2024 budget, OPS revenue was listed as a combination of revenue from OPS Unified and OPS Corrections; this was separated for the 2024 budget. This is also applicable to CAAT Support. Prior to the 2024 budget, CAAT Support revenue was listed as a combination of revenue from CAAT Support - FT and CAAT Support - PT; this was also separated for the 2024 budget.

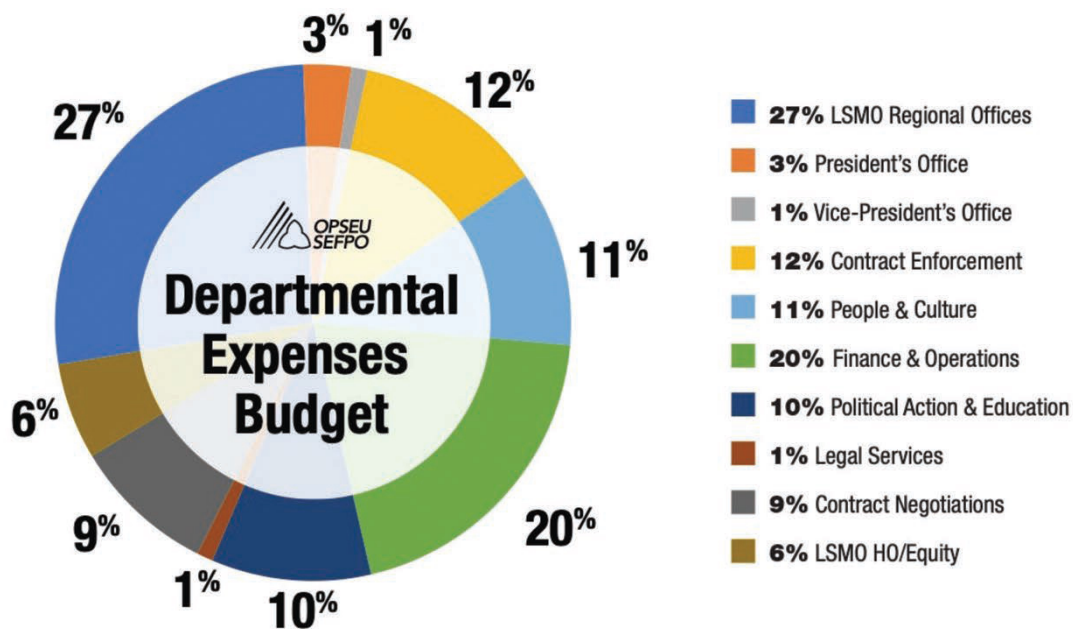
Departmental Expenses Budget

The 2024 Departmental Expenses Budget reflects organizational changes approved by the Executive Board in December 2023. The staff and benefit budget for 2024 includes seventeen (17) new staff positions to accommodate the increase in the member support work, a direct result of the growth in membership over the last few years.

The payroll and benefit portion of the Departmental Expenses Budget is 62% of the total expenses, with benefit cost being 18% and salary and wages 44%. All salary and benefit budgeted costs are based on existing collective agreements and other compensation-based agreements.

The remaining 38% of the Departmental Expenses Budget consists of administrative and operations expenses, which include vehicle and travel, supplies, telecommunications, fulfillment, operating expenses relating to owned and leased office and meeting space, asset maintenance and repair, subscriptions, IT infrastructure, network and website, outside contracted legal and audit needs, insurance, capital asset depreciation and amortization, and staff severance costs and benefits for retirees.

The chart below provides further information on the 2024 Departmental Expenses Budget by first showing the budget by division (and each division's percentage of the total Departmental Expenses Budget), and then showing the salary and benefits portion of the division and the number of staff in the 2024 budget.



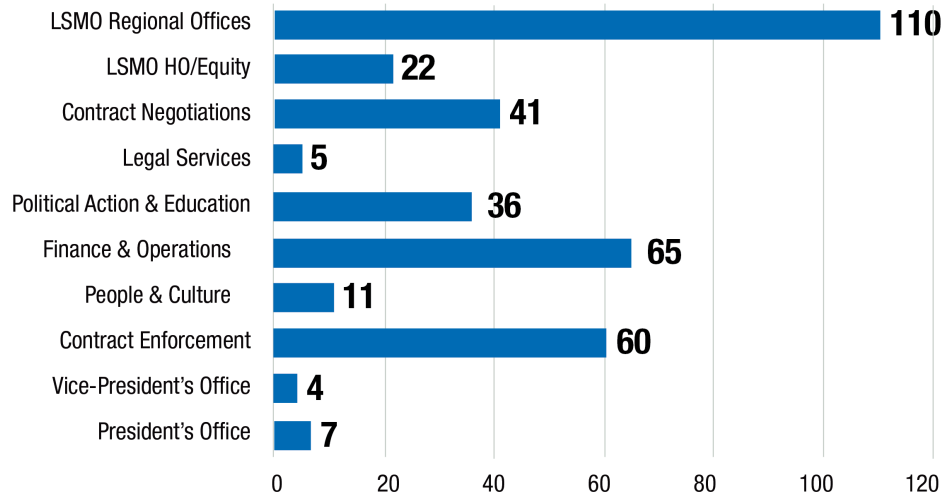
NOTE: LSMO – Local Services and Member Organizing. HO – Head Office.

Departmental Expenses Budget (Salaries & Benefits Costs)

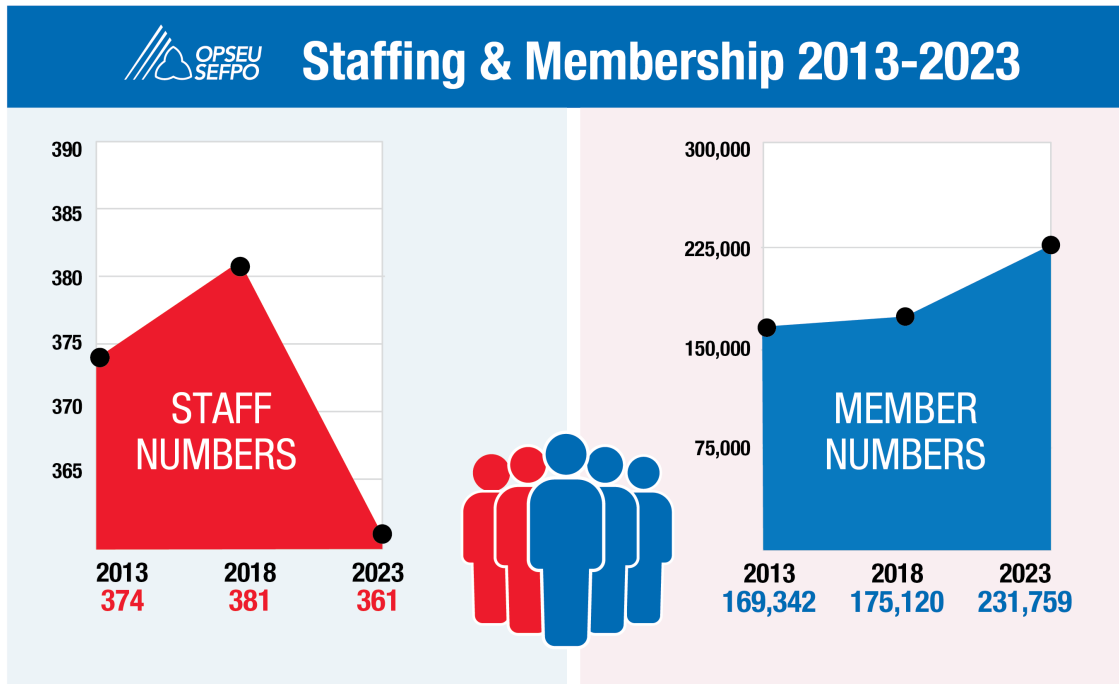
Department	2024 Divisional Budget	% of Total	Salaries & Benefits	% of Divisional Budget
President's Office	2,017,943	3%	1,654,408	82%
Vice-President's Office	1,002,502	1%	836,070	83%
Contract Enforcement	9,628,541	12%	8,998,941	93%
People & Culture	8,795,827	11%	2,326,973	26%
Finance & Operations	15,740,902	20%	2,785,874	18%
Political Action & Education	7,602,212	10%	6,322,108	83%
Legal Services	1,081,309	1%	998,310	92%
Contract Negotiations	7,292,431	9%	6,572,031	90%
LSMO HO/Equity	4,529,250	6%	1,945,759	43%
LSMO Regional Offices	21,645,853	27%	17,139,147	79%
Total Budget	\$ 79,336,769	100%	\$ 49,579,621	

NOTE: LSMO – Local Services and Member Organizing. HO – Head Office.

Staff Distribution

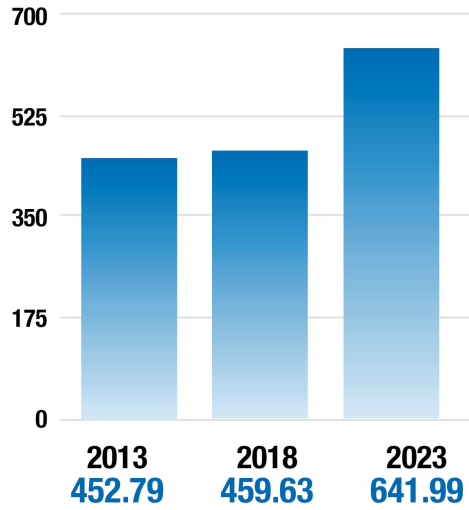


NOTE: LSMO – Local Services and Member Organizing, HO – Head Office.





Staffing & Membership 2013-2023



Members' Activities' Costs

a. Affiliation Dues

The Affiliation Dues for 2024 are as follows:

Affiliation Budget 2024

	Dues	Convention
NUPGE	\$ 3,013,100	
OFL	\$ 787,260	
CLC	\$ 1,012,192	
CAUT	\$ 96,000	
Affiliate Committees		\$ 304,552
Total Budget	\$ 4,908,552	\$ 304,552

National Union of Public and General Employees (NUPGE) dues are set at 2% of dues collected; this 2% calculation has been set and stable for some time.

Ontario Federation of Labour (OFL) dues are based on a Full-Time Equivalent (FTE) calculation. OFL dues remain at \$0.63 per FTE, with the FTE currently calculated at 104,135.

Canadian Labour Congress (CLC) dues are also based on a Full-Time Equivalent (FTE) calculation (\$0.81 per FTE; this was increased from \$0.79 per FTE in 2022). The FTE is currently calculated at 104,135.

The 2024 budget for the Canadian Association of University Teachers' (CAUT) is based on a review of actuals spent over the last few years.

Affiliate Committee expenses are budgeted at \$304,552. This represents the costs associated with members participating in various meetings held by these affiliates.

b. 2024 Convention and Regional Meetings Cost

The budget for Convention and Regional Meetings in 2024 is 65% more than the actuals spent on the 2023 Convention as 2024 is an election year, which means that OPSEU/SEFPO has budgeted for Regional Meetings; this year's Convention budget is approximately 5% higher than

the 2022 Convention actuals (the last Convention at which elections were held). The budget for Convention and Regional Meetings includes the cost of a complete hybrid model for Regional Meetings, Convention, and most Convention caucuses.

See budget breakdown below:

Convention and Regional Meetings Budget 2024

Convention Delegates	\$ 2,438,300
Convention Staff	\$ 500,650
Resolutions & Constitution Committees	\$ 50,000
Convention Other	\$ 1,652,800
Regional Meetings	\$ 840,000
Total Budget	\$ 5,481,750

c. Committee and Divisional/Sector Meetings

In building the 2024 draft budget, member leaders were asked to anticipate their group's strategic goals for 2024, beyond meetings and events in policy, bylaws, and/or Terms of Reference, and to map out – as much as possible – their group's needs for the entirety of 2024. This allowed OPSEU/SEFPO's Executive Board to consider all requests together and ensure that the 2024 budget works towards OPSEU/SEFPO's Strategic Plan, giving due consideration to the needs of all sectors and groups.

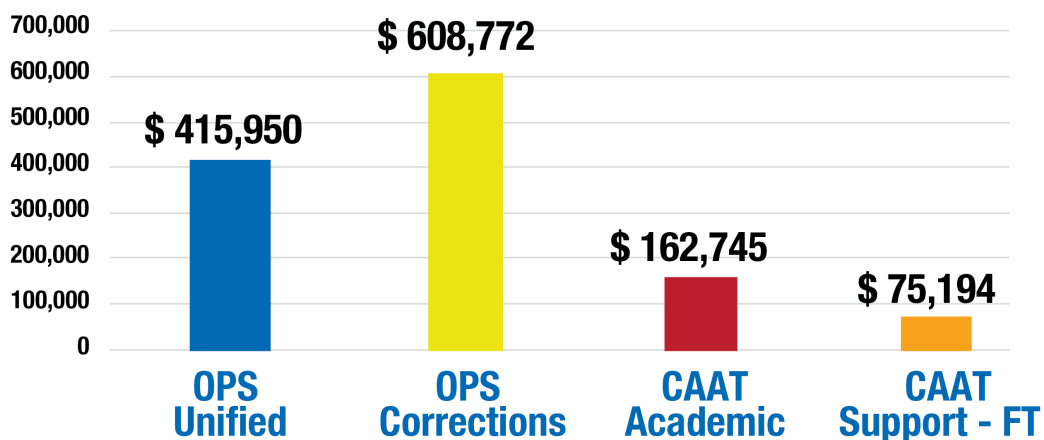
Committee & Div./Sector Meetings

Sector - OPS - Unified	\$ 882,087
Sector - OPS - Corrections	\$ 716,064
Sector - CAAT Academic	\$ 198,402
Sector - CAAT Support - FT	\$ 164,264
Sector - CAAT Support - PT	\$ 74,806

Sector - CAAT Joint	\$	42,085
Sector - BPS	\$	1,903,470
Sector - BPS All-Chairs	\$	117,512
All Chairs (1 Day/Month)	\$	189,860
Provincial Women's Committee	\$	71,292
Provincial Human Rights Committee	\$	39,520
Rainbow Alliance arc-en-ciel Cmtee	\$	130,008
Disability Rights Caucus	\$	104,090
Provincial Francophone Committee	\$	39,154
Provincial Young Workers Committee	\$	115,303
Coalition of Racialized Workers Cmtee	\$	76,408
Indigenous Circle	\$	79,912
Equity Chairs	\$	59,440
Total Budget	\$	5,003,678

The 2024 budget includes \$1,262,661 for divisional and sector meetings. The chart below provides the details of the budgeted amounts.

 **Divisional/Sector Meetings**



d. Negotiations

Budget 2024 has allocated \$9,457,838 to negotiations costs. This amount includes activities such as demand setting, pay equity, and other negotiations costs.

The chart below details the above-mentioned budget amounts:

Negotiations Meetings

OPS - Unified	\$ 1,287,738
OPS - Corrections	\$ 1,373,095
CAAT Academic	\$ 519,150
CAAT Support - FT	\$ 126,518
CAAT Support - PT	\$ 78,540
Broader Public Service	\$ 4,593,521
Mobilizing	\$ 1,479,276
Total Budget	\$ 9,457,838

e. Members' Expenses

This relates to member grievances, membership benefits, and legal services.

Members' Expenses

Grievance - OPS - Unified	\$ 15,936
Grievance - OPS - Corrections	\$ 47,809
Grievance - CAAT Academic	\$ 6,175
Grievance - CAAT Support - FT	\$ 2,994
Grievance - CAAT Support - PT	\$ 749
Grievance - LBED	\$ 3,107
Grievance - BPS	\$ 94,478
Membership Benefits	\$ 55,425
Legal Services	\$ 7,600
Total Budget	\$ 234,272

f. Legal Expenses

The 2024 budget for legal expenses is \$9,140,000. This is to support civil, criminal, arbitrations, and negotiations activities.

Legal Expenses

Collective Bargaining	\$ 545,000
Organizing	\$ 280,000
Grievance	\$ 7,000,000
Membership Benefits	\$ 155,000
Civil/Criminal/Other Legal	\$ 1,160,000
Total Budget	\$ 9,140,000

g. Local Rebates and Expenses

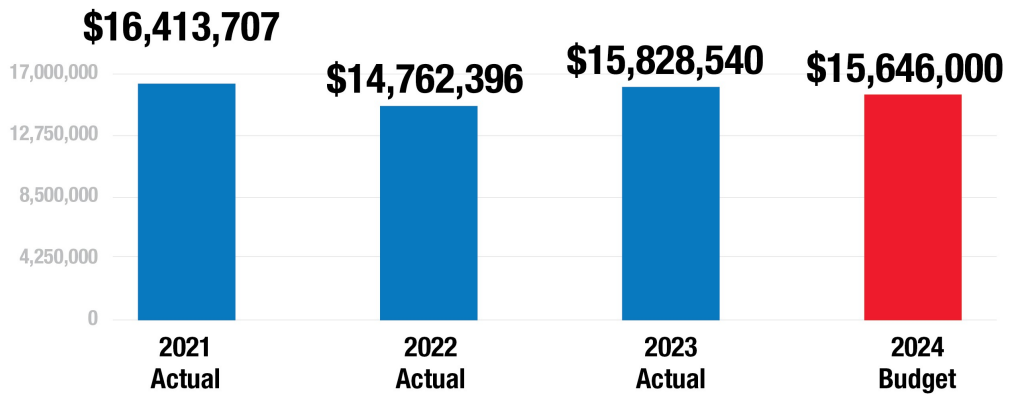
The 2024 budget has allocated \$15,646,000 for local rebates (paid quarterly) and expenses. Locals receive rebates at the rate of \$31 per member for the first 50 members and \$14 per member for the remaining members; this amount is subject to a minimum of \$1,000 local rebate per quarter.

Local Rebates and Expenses

Local Rebates	\$ 11,200,000
Area Council Dues	\$ 30,000
Labour Council Dues	\$ 171,000
Local Time-Off	\$ 1,000,000
Local Time-Off Member Book-Off	\$ 3,200,000
Other Local Expenses	\$ 45,000
Total Budget	\$ 15,646,000



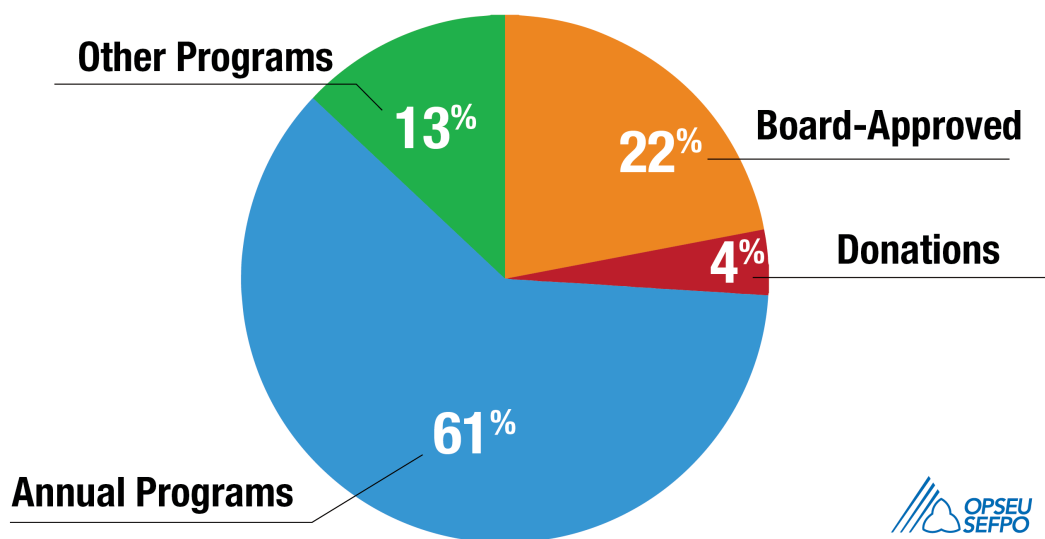
Local Rebates and Expenses



Donations, Programs, and Campaigns

The 2024 budget continues to provide support to our members and our communities through donations. The amount included in the budget for donations in 2024 is \$268,250. The sum of the Annual Programs and Other Programs included is \$5,515,318. Board-Approved donations and campaigns totaling \$1,624,734 are included in the 2024 budget.

Donations, Programs, and Campaigns Summary



The tables below show each breakdown:

Donations

CCPA	\$	25,000
Stephen Lewis Fund	\$	25,000
SHARE	\$	25,000
CCSN	\$	25,000
Bloodwatch.org	\$	15,000
Ontario Autism Coalition	\$	10,000

Water Resolution	\$	10,000
WAB After School	\$	10,000
Workers' Arts & Heritage Centre	\$	5,000
L.E.A.F. Patron Sponsorship	\$	5,000
CLIFF Donation	\$	5,000
Rainford Jackson Education Fund	\$	2,500
National Movement for Harmony	\$	2,500
The Leonard Peltier Fund	\$	2,500
Speakers School	\$	2,250
Mayworks Festival of Working People	\$	2,000
Carol McGregor Scholarship	\$	1,500
G.T.A. Injured Worker Resource Centre	\$	1,250
Canadian Civil Liberties	\$	1,250
Helen Kiss Memorial Bursary	\$	1,000
Donna Bryant Memorial Fund	\$	1,000
Our Times	\$	1,000
Larry Cripps Bursary/Scholarship	\$	1,000
Curt Bishop Scholarship	\$	1,000
Peter Kormos Memorial Bursary	\$	1,000
Amy Stiles Scholarship	\$	1,000
Karen Gottschalk-Millar Memorial Sch	\$	1,000
Fred Upshaw Scholarship	\$	1,000
ONIWG	\$	1,000
Andre <u>Bekerman</u> Bursary	\$	750
Barbra <u>Schlifer</u> Commemorative Clinic	\$	750
Ont. Coalition for Better Daycare	\$	500
Brian MacIntosh Memorial Fund	\$	250
Bill <u>Kuehnbaum</u> Bursary	\$	250
Other Donations	\$	80,000
Total Budget	\$	268,250

Annual Programs

Membership Centres	\$ 1,479,236
Dismantling Systemic Racism-Members	\$ 753,512
MDT Assignments	\$ 500,000
Regional Hardship Committees	\$ 456,878
Promoting the Union Agenda	\$ 256,818
Social Justice Annual Funding	\$ 162,841
Equity Dev Training for Equity Comm. & Caucuses	\$ 121,320
Equity Gathering	\$ 112,480
inSolidarity	\$ 107,983
CLC Labour College	\$ 95,720
Accommodation Policy	\$ 80,000
Pride Day Activities	\$ 76,984
Equity Quarterly Meeting	\$ 60,000
Donation to Broadbent Institute	\$ 50,000
Joint Leadership Meeting	\$ 48,640
Caribana Activities	\$ 43,698
Labour Day Parade	\$ 42,225
Political Action Committee	\$ 23,750
Social Justice	\$ 21,564
Annual All Pension	\$ 20,852
Regional Hardship Administration	\$ 20,000
OPSEU/SEFPO Accessibility Fund	\$ 10,000
Communications Incentive Fund	\$ 4,750
Total Budget	\$4,549,252

Other Programs

Harassment and Discrimination Prevention Policy	\$ 100,000
OPSEU/SEFPO Women’s Conference	\$ 35,000
Coalition of Racialized Workers Conference	\$ 242,643
Retirees Conference	\$ 96,423
Human Rights Conference	\$ 270,000
Young Workers Conference	\$ 222,000
Total Budget	\$ 966,066

Board-Approved Campaigns

Social Mapping Project	\$ 250,000
Campaigns Tools & Supports	\$ 250,000
Water Summit (Water is a Human Right)	\$ 122,525
Mental Health & Addictions Sector Bargaining Conference	\$ 119,391
Coalition of Black Trade Unionist Convention 2024	\$ 80,578
Rainbow Alliance arc-en-ciel ILGA World Conference	\$ 80,000
Indigenous Circle World Water Conference	\$ 73,262
OPSEU/SEFPO - Indigenous Water Camp.	\$ 70,756
United Nations Status of Women	\$ 65,500
Sector Campaign Development	\$ 55,698

CAAT Support FT Grievance Training	\$ 51,350
Ontario Health Coalition Campaign	\$ 50,000
Ontario Health Coalition Sponsorship	\$ 50,000
Sector 1 - Ambulance H&S Forum 2021	\$ 49,584
Canadian Labour Congress Women's School	\$ 40,000
PHRC United Nations Sum of the Future	\$ 31,964
CAS Lob Training & Comm Mtg Day	\$ 30,861
Provincial Francophone Committee Conf Planning	\$ 30,000
Public Policy Research	\$ 23,750
CAAT Support FT Joint Classification Training. March 2023	\$ 20,300
Rainbow Alliance arc-en-ciel PRISM	\$ 20,060
Invisible Wounds-7 the Annual National Conference	\$ 17,943
LBED Anti Priv. Keep It Public Drawstring Backpacks	\$ 16,000
Member Children Emergency	\$ 10,000
LBED Anti-Privatization Committee Meetings	\$ 9,137
CAAT Support Joint Classification Committee Training	\$ 3,800
Hospital Professionals Division Health Prof. Week	\$ 2,275
Total Budget	\$1,624,734

Executive Board Members' Expenses and Contingency Fund

As the Executive Board continues to focus on activities that align with OPSEU/SEFPO's Strategic Plan, the 2024 budget allocates resources to facilitate these goals. The Contingency Fund (\$3,000,000 budgeted for 2024) is accessible, through the Executive Board, for emergent issues and events, as well as activities that were not known in advance.

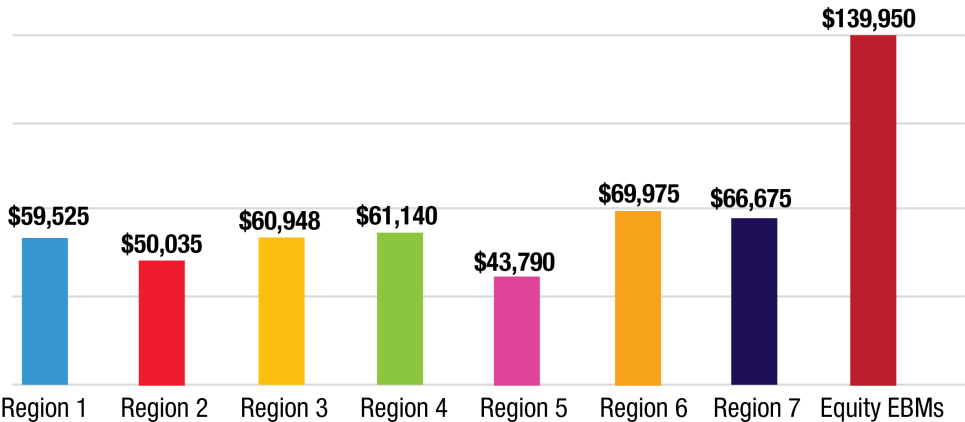
The Executive Board's budget for 2024 is \$1,547,036. Activities covered under this budget include travel and travel related expenses, release time, Board-related supplies, and other activities.

Executive Board

Board Meetings	\$ 393,440
Officers' Meetings	\$ 56,973
Fraternal Visits	\$ 12,000
Committee Meetings	\$ 119,250
Staff Negotiations	\$ 15,000
General Activities	\$ 398,335
Regional Activities	\$ 552,038
Total Budget	\$1,547,036

Executive Board Activities are broken down as shown below:

OPSEU SEFPO Executive Board Activities



Change in Fund Balances for the year ended December 31, 2023

Fiscal year 2023 closed with a consolidated fund surplus of \$16,327,219.

Change in Fund Balances - December 31, 2023

	General Fund	Strike Fund	Education Fund	Defence Fund	Consolidated Fund Balance Dec 2023	Consolidated Fund Balance Dec 2022
Opening Balance	(67,928,597)	62,911,324	3,460,248	-	(1,557,025)	7,256,403
Change Within the Year Surplus/ (Deficit)	12,430,973	6,060,757	(607,486)		17,884,244	(8,813,428)
Closing Balance	(55,497,624)	68,972,081	2,852,762	-	16,327,219	(1,557,025)

NOTE: Refer to Section C report (Audited Financial Statements) for more details.

Financial Position Forecast

FORECAST OF FINANCIAL POSITION AS AT DECEMBER 31, 2024

General Operating Fund

Opening Fund Balance: Jan 1, 2024	\$ (55,497,624)
Budget Surplus	\$ 154,140
Forecasted Deficit	\$ (55,343,484)

Strike Fund

Opening Fund Balance: Jan 1, 2024	\$ 68,972,081
Budget Surplus	\$ 5,096,950
Forecasted Surplus	\$ 74,069,031

Education Fund

Opening Fund Balance: Jan 1, 2024	\$ 2,852,762
Budget Deficit	\$ (1,908,400)
Forecasted Surplus	\$ 944,362

Defence Fund

Opening Fund Balance: Jan 1, 2024	-
Budget Surplus	-
Forecasted Surplus	-

