

PAFSO
Proposed 2026 Budget

ANNUAL
BUDGET
2026

Revenue

4000	Membership Dues - Bargaining Unit	2,580,000
4001	Membership Dues - Annual	13,000
4050	Members Insurance Contingency	-6,000
4051	Insurance Administration Fees	0
4100	Interest on Bank Account	0
4101	Interest on GICs	129,600
4106/4107	Bout de Papier Revenues	0

TOTAL REVENUES

2,716,600

Expenses

5000	Amortization	21,000
5050	Bank Charges	3,000
5914/5915	Payroll Related Fees	3,650
5100	Directors and Officers Insurance	10,800
Note 1	Executive Committee/Professional Association Expenses	144,440
5250	Office Insurance	14,400
5251	Cyber Insurance	7,200
Note 2	Labour Relations	177,000
5351	AGM	2,750
Note 3	Office and General Administration Expenses	55,958
5450/5451	Legal and Audit Fees	93,000
5960	Publication Bout de Papier	45,000
5650	Rent	138,000
5651	Office Movers	24,000
5652	File Shredding for Move	3,000
5700	Sponsorship (includes Randy Orr Award)	10,000
5303/5452	Professional Associations	9,250
5750	Staff Bargaining/Relations	10,200
5800/5801	Telecommunications	9,000
Note 4	Wages and Benefits	1,858,074
	Allocation to reserve funds	60,000

2,699,722

Excess of revenue over expenses

16,878

Note 1 **Executive Committee/Professional Association Expenses**

5350	General Meetings	1,000
5151	President's Expenses	6,000
5908	Executive Director's Expenses	1,440
5150	Executive Committee Expenses	18,000
5152	Strategic Plan Initiatives	25,000
5152	PIMI	10,000
5125	Advocacy Expenses	10,000
5155	Professional Committee Expenses	3,000
5130	Governance Training	20,004
5153	Inreach to Members (includes 10K for Cocktail Reception	24,996
5154	Outreach/Representation	25,000

144,440

Note 2 **Labour Relations Expenses**

5300	Staff Training	25,000
5302	Member Services and Representation	30,000
5453	General Contract Services (Translation)	12,000
5304	Collective Bargaining	110,000
		177,000

Note 3 **Office and General Administration Expenses**

5404	Office Coffee	600
5401	Office Water	600
5402	Office Refuse/Waste/Recycling	0
5403	Office Travel/Taxi	492
5400	Office Supplies	5,004
5405	Office Maintenance and Repairs	504
5417	Hospitality	0
5406	Subscription	996
5407	Postage Expense	1,200
5408	Courier Expense	756
5409	Postage Meter Leasing	720
5410	Photocopier Lease	0
5411	Photocopier Copy Charges	350
5412	Internet Expenses (staff and Bell)	8,880
5413	Software Licences (adobe and quickbooks)	3,600
5414	Web and IT Services (Genatec and Aponia)	29,760
5415	Hardware	0
5416	IT Contract Services	2,496
		55,958

Note 4 **Wages and Benefits Expenses**

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5903	President's Pension Plan	21,324
5905	EI for President	2,100
5906	CPP for President	4,800
5907	President's Salary	164,658
5907	President's Overtime	16,466
5904	President's Dental Benefits	1,200
5916	*NEW* LRA Team Lead	139,890
5917	*NEW* LRA Team Lead RPP	15,947
5918	*NEW* LRA Team Lead CPP	2,100
5919	*NEW* LRA Team Lead EI	4,800
5900	Administrative Salaries	1,174,084
5901	Employer CPP (Admin)	45,200
5902	Employer EI (Admin)	15,000
5909	Dental Plan (Admin)	17,004
5910	Group Insurance (Admin)	63,000
5911	RPP (Admin)	113,892
5912	EHT	6,605
5913	Accrued Vacations	50,004
		1,858,074