

## Notification

**To:** All OPSEU Locals  
**From:** Eduardo Almeida, First Vice President/Treasurer  
**Date:** January 10, 2012  
**Re:** Proposed Dues Increase

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The OPSEU Executive Board is proposing a temporary dues levy that will bring the current dues level from 1.375 per cent to 1.5 per cent, effective May 1<sup>st</sup>, 2012. This matter will be voted on by the delegates to the 2012 Convention.

As set out in the resolution, the continuation of the levy will be reviewed at the 2014 Convention.

This measure will generate approximately \$5,370,000 in revenue, which is needed to continue to deliver high quality services to you. Building the strike fund continues to be a priority for this union as does providing a first defense for your rights and entitlements through campaigns and grievances.

We can all see the specific threats that lie ahead. The most immediate is the 2012 provincial budget, shaped by the secretive Drummond Commission. Challenging the commission recommendations and these provincial government cuts is job one!

That is why this levy is part of the Board's balanced approach to ensure that OPSEU remains Ontario's leading union with a strong voice, wherever we represent members: at the bargaining table; in legal proceedings; when strikes occur; when we campaign; as we fight for human rights; when we assist members with pension and benefit problems; or as we provide accessible services across the province through OPSEU regional offices and membership centres.

Even with the proposed increase, the Executive Board worked diligently to shape that budget by limiting many budget lines and reducing others. To remain strong, the Board weighed the following key areas:

- ensuring the continued steady growth of the Strike Fund
- ensuring stable funding for grievance arbitration and organizing
- ensuring we have an active union with adequate funding for committees, locals, membership education and other member focused programs
- having the capacity to fight employers through negotiations and campaigns, given the number of units soon at the bargaining table

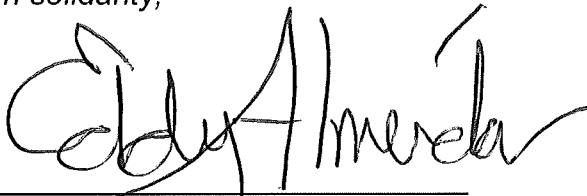
- staying on top of technology and the evolution of social media
- avoiding deep cuts to current programs
- avoiding staff lay-offs
- reducing our debt levels

While there are always choices to be made when we budget, your Board made considered choices when proposing the attached budget and levy to you. Unlike Government, the Board is committed to looking beyond program cuts to address the current financial climate. We have a responsibility to look at all sides of our finances, including ensuring that our revenues are up-to-date, fair and competitive.

The Constitution requires that for approval any levy, as proposed in this budget, be supported by a two-third majority of delegates in attendance at Convention. This early notice provides an opportunity for local discussion and consideration. Discussion within your Local can provide guidance to delegates on how they should address this important decision at Convention.

On behalf of the Board, as the First Vice President/Treasurer, I am recommending that you support this proposal which allows us to continue to fight, build and grow!

*In solidarity,*



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Eduardo Almeida  
First Vice President/Treasurer



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Warren (Smokey) Thomas  
President

## Proposed Budget

	Estimated 2011	Proposed 2012
<b><u>Operating Revenue</u></b>		
Dues revenue	\$ 91,400,000	\$ 97,370,000
Investment & other revenue	2,115,000	990,000
Total revenue	93,515,000	98,360,000
Transfers to Strike, Education & Defence funds	(6,705,625)	(7,259,325)
<b>Net Operating Revenue</b>	<b>86,809,375</b>	<b>91,100,675</b>
 <b><u>Members' Activities</u></b>		
Affiliations	4,110,084	2,708,304
OPSEU Convention & Reg. Meetings	2,375,000	1,938,400
Committee Meetings	1,630,785	1,970,564
Divisional/Sector Meetings	554,500	579,600
Negotiations	2,138,952	4,240,258
Campaigns & programs	3,500,000	3,847,782
Legal Expenses	8,100,000	6,869,062
Payments to Locals	9,964,000	10,406,000
Other Member Costs'	1,369,890	1,599,320
<b>Total Members' Activities</b>	<b>33,743,211</b>	<b>34,159,290</b>
 <b><u>Board Activities</u></b>	<b>1,216,680</b>	<b>962,680</b>
 <b><u>Departmental Costs</u></b>		
Elected offices	1,630,225	1,635,933
General Counsel	410,000	623,165
Staff Relations	6,097,750	6,804,383
Operational Services	9,132,998	9,218,819
Communications	4,913,594	4,945,134
Planning and Enforcement	8,271,922	8,166,435
Local Services and Negotiations	24,800,000	23,568,399
Administrative Savings	-	(1,000,000)
<b>Total Departmental</b>	<b>55,256,489</b>	<b>53,962,268</b>
 <b>Net Operating Surplus (Deficit)</b>	<b>\$ (3,407,005)</b>	<b>\$ 2,016,437</b>

## A Few Facts to Consider

- ✓ This (proposed) 1.5% dues level is at or below the dues paid by the members of other major unions within NUPGE and across the Canadian labour movement.
- ✓ For an OPSEU member earning about \$48,000 per year this increase amounts to about \$1.15 per week - even less when you consider that it's tax deductible!

<b>Annual income</b>	<b>Additional dues (Annual)</b>	<b>Additional dues (Weekly)</b>
\$20,000	\$25	\$0.48
\$40,000	\$50	\$0.96
\$60,000	\$75	\$1.44
\$80,000	\$100	\$1.92

- ✓ Since the last dues increase in 2001, inflation & the HST have had a significant impact on OPSEU's operating revenue (the funds generated from the 18 month temporary dues levy in June 2002 went only to the Strike Fund)