

Fact Sheet on Defence Fund

As of our last audit, on June 30, 2020, we had the following assets

Defence Fund: \$516,261

Unrestricted net assets: \$321,002

We also have an audited net income in fiscal year 2019/20 of \$323,525

This means that as of this date, we could set aside almost \$200,000 for covering about 3 months of operating expenses and then transfer \$123,525 to our defense fund.

With the \$200,000 cushion in operating expenses, we are in a good position to cover any operating costs during a strike like keep paying our staff and running the daily operations of the FA. It would also allow us to pay some of the costs associated with bargaining like legal and consulting fees (assuming any strike would not take longer than 1 month) and renting office space etc

We thus have a defence fund balance of \$639,786 as of June 30, 2020 that could be used to provide some financial support to our Members during a strike. We project a net income of about \$250,000 to just over \$300,000 in 2020/21 which would all go towards our defence fund and increase the balance to close around \$900,000.

In the case of a strike, CAUT Defence Fund pays \$88 per FA member in strike benefits after 3 days of a strike. If we wanted to pass on this strike benefit to our members and also start paying it on the first day of strike, we would end up with a cost of \$227,040 for the first three days.

Paying the university for all their monthly employee benefits on behalf of our members would result in a cost of roughly over a million dollars. (Our Members' salaries are just under \$9,730,000 per month and 12% of that is \$1,167,600).

Here are some of the actual costs of a recent strike at an institution with 350 members for a strike that lasted 25 days.

Regular operational expenses continued to be paid during the strike in addition to the strike expenses, such as: staff employee salaries, legal bills, vendors from previous months etc and are not included below.

Payroll (\$44/day x 25 days per Member)	\$385,000
Health Benefits (FA pays Employer's monthly contributions during strike, \$100 per member)	\$35,000
Transportation	\$17,000
Hardship Fund (financial requests to support Members)	\$6,000
Head Quarters	\$24,000
Insurance	\$335



Supplies	\$13,000
Copying	\$1,100
Website Updates	\$1,000
Large Banquet Hall Meeting Room (Membership Meeting)	\$800
Total	\$483,235

Revenues:

Solidarity Donations	\$85,000
CAUT Defence Fund (22days times \$88 times 350)	\$677,600
Total	\$762,600

A few notes with regard to the strike operational costs noted above:

1. FA received support from the Defence Fund commencing the 4th day of our strike, so was required to pay strike pay for each of their members from day 1-3 of the strike. The strike pay of \$44/day was approved through their Job Action Policy.
2. The total of their solidarity donations averaged ~\$25,000/week.
3. Transportation included 2 buses, 5 days/week to transport members to/from strike headquarters and averaged ~\$4,800/week.
4. Hardship fund requests generally begin after week 1 of a strike and FA anticipated would increase the longer they were on strike.
5. Headquarters (Office and central location for members) is often rented on a monthly basis so can be an upfront expense regardless of whether the strike lasts 2 days or 1 month. FA was fortunate to find a facility that allowed them to rent it on a weekly basis so ~\$6,800/week, which included the facility (room, chairs, tables, internet), catering, and Friday evening reception.
6. A large portion of supplies is also an upfront expense regardless of the length of strike: signs, strike headquarter office supplies, bull horns, traffic cones, heaters etc.