

**Administrative and Supervisory
Personnel Association
Budget for 2021-22 Fiscal Year**

	Budget
	2021-2022
Revenue	
Dues	780,000
Interest	18,000
Miscellaneous income	-
Total revenue	798,000
Expenditures (Operating)	
Advertising and Promotions	-
ASPA Matching Grant	14,000
Bank service charges	50
Communications	
Public Relations	2,000
Newsletter	155
Pancake breakfast	4,000
Donations	-
Dues and Subscriptions	2,000
SFL Dues	20,000
Electronic Voting	-
Electronic Hardware	
Computers/Monitors/Printers/Keyboards, etc.	4,000
Software - Licenses	
Office 365 subscriptions - Executive	1,600
Office 365 subscriptions - Bargaining	-
Zoom	312
Survey Monkey	1,160
WooBox	480
Equipment rental	300
Gifts and door prizes	2,000
Insurance	2,800
Interest Expense	-
Negotiations	
Consultants	5,000
Food	1,500

Office expenses	
Technical Support - Service Level Agreement with ICT (SLA)	250
Software	300
Licences and Permits (moving up in 2021-22 under software)	
Other office expenses	650
Miscellaneous	300
Petty Cash	100
Postage	60
Printing	350
Professional fees	
Arbitration	100,000
Auditor's fees	5,500
Legal	100,000
Jurisdiction Review	1,000
Repairs	-
Wages and benefits	
Support people	185,000
Telephone	1,700
Training expenses	
Non-Executive SFL education	20,000
Executive and staff training and education	15,000
Travel and entertainment	
40th Anniversary	-
Holiday season social	4,000
Annual social after AGM	4,200
Engagement	6,200
Satellite locations - engagement	3,000
Retiree Recognition	300
Volunteer Social	300
SFL Travel	500
Other	500
Working lunches	
Executive meetings	1,600
Other working meetings	500
Amortization	1,500
Other	
Expenditures (Operating)	514,167
Revenue - expenses	283,833

Contingency	390,000
Operating Net increase (decrease)	(106,167)
Contingency Income	390,000