

Category	Actual 2012 - 2013	Budget 2013 - 2014	
Income			
Ads Newsletters Reimbursements	20.00	40.00	already received
Dues/Fees Payroll Deductions	227,173.22	214,512.38	Aug 2013 dues x 10 + Summer 2013 dues
Grants AFT PIPE	1,375.00	600.00	50 x 12 months
Grants Legal Defense AFT	0.00	0.00	No grants applied for
Grants Legal Defense CFT	0.00	0.00	No grants applied for
Grants Miscellaneous	2,000.00	0.00	No CFT MOC grant this year
Miscellaneous Income:	60.08	0.00	Closed SESLOC acct. in 2013
CFT Staff Funding	21,476.79	20,188.18	2013 grant x 94% (reduction in faculty)
Total Income	\$252,105.09	\$235,340.56	
Outflows			
Bank Charge	0.00	0.00	None expected
COPE Committee Expenses	432.72	0.00	Reimbursed for strategy meeting dinner
Cards and Flowers	0.00	0.00	No reimbursements
Gifts of Appreciation	75.60	0.00	No reimbursements
CCFT Katy Tomes Memorial Scholar	500.00	500.00	Continue student scholarship
CCFT Lenore Erickson Scholarship	500.00	500.00	Continue student scholarship
CCFT Robert Hartwig Endowment	500.00	500.00	Continue student scholarship
Donations Gifts	0.00	0.00	No donations or gifts to others
Disaster Relief	0.00	0.00	No donations or gifts to others
to Organizations	250.00	0.00	Donated to SLO Democrats
Affiliate Dues Expenses:			
AFT Per Capitas	51,449.03	47,780.80	Aug 2013 dues x 10 + Summer 2013
AFT Rebate Agency Fee	-3,497.43	-3,300.60	Aug 2013 dues x 10 + Summer 2013
Occupational Liability Insurance	1,270.85	1,118.25	Aug 2013 fees x 10 + Summer 2013
Fidelity Bond	60.00	60.00	Covers officers and organization
CFT Per Capitas	126,762.09	114,883.42	Aug 2013 dues x 10 + Summer 2013
California Labor Federation (AFL-C	3,733.10	3,096.80	Aug 2013 dues x 10 + Summer 2013
Tri-Counties Central Labor Council	3,063.00	2,796.00	July 2013 payment for 6 months x 2
Dues and Fees Reimbursement	50.00	0.00	Payroll/HR errors; need to reimburse faculty
Hosting: Food, Beverages	0.00	0.00	No reimbursements
Vendors	0.00	0.00	None expected
Legal Fees:			
4806 Negotiations	84.00	0.00	
4813 Misc. Billable	29,392.25	20,561.03	Reduced to cover budget deficit.
New Cases	0.00	0.00	
Memberships	0.00	0.00	Not joining other organizations
Pocket Calendars	50.00	50.00	Already expended for this year
Operations:			
Audits Reviews	0.00	0.00	Postpone agency fee audit until Fall 2014
Copying, Binding	164.72	0.00	Letters to members; will email instead
Publishing	173.26	0.00	Newsletters; will email members instead
Reprographics	105.40	114.78	Combine all copying into this category.
Various	145.29	0.00	Commissioned CCFT banner
Equipment, Supplies	38.61	0.00	Reimbursed for envelopes for letters home
Supplies	229.57	0.00	Reimbursed for toner, voter registration, etc.
General Membership	82.73	0.00	Reimbursed for labels for election
Filing Fees	10.00	10.00	Required by CA Franchise Tax Board
Food, Beverages	297.66	0.00	Reimbursed for EB and membership meetings
Cell Phone	210.00	0.00	Reimbursed CCFT President
Postage	114.83	18.00	Letters to members; will email instead; Mailroom

Release, Leave, Stipends:

Communications Chair	2,000.00	0.00	No stipend for 2013-2014
COPE Chair	2,000.00	0.00	No stipend for 2013-2014
CoR PT Co-Chair	2,000.00	2,000.00	No stipend for 2013-2014
CoR PT Liaison to EB	2,000.00	0.00	No stipend for 2013-2014
Financial Review	0.00	0.00	No stipend for 2013-2014
Grievance Officer	37,703.83	10,700.00	40% Release x 25% + reduced Summer stipend
Newsletter Format	100.00	0.00	No stipend for 2013-2014
Part-Time Faculty Chair	2,000.00	0.00	No stipend for 2013-2014
President	13,529.93	19,350.00	70% Release x 25% + Summer stipend
PT Faculty Negotiations	10,278.60	0.00	No stipend for 2013-2014
Secretary-Treasurer	0.00	10,700.00	40% Release x 25% + reduced Summer stipend
Student Help	0.00	0.00	No stipend for 2013-2014
Vice President	4,923.91	3,450.00	15% Release x 25% + reduced Summer stipend
Total Release Leave Stipends:	76,536.27	45,800.00	\$30,736.27 in savings
WWWeb, ISP, Email	68.86	0.00	Renewed CCFT domain name for 5 years
Web Host Server Charges	129.35	132.00	Paid for one year
Webmaster	632.50	300.00	For website; reduced reimbursement for 2013-2014
Travel Conference:			
Conference Fees	0.00	550.00	Already committed for CFT training
Food	0.00	0.00	Included in CFT training fee (above)
Lodging	0.00	0.00	Included in CFT training fee (above)
Mileage	0.00	170.08	Already committed for CFT training
Total Expenses	\$293,674.34	\$235,340.56	
Net Inflows/Outflows	-\$41,509.17	\$0.00	Balanced budget

Guidelines. Parameters, Explanations, and Information

Develop and approve a balanced budget (income meets or exceeds expenses).

Refine income and expense estimations to greatest extent possible.

Use August 2013 dues/fees income and affiliate dues to project annual costs.

Continue affiliation with AFT/AFL-CIO/CFT, etc.

Pay all invoices to Cuesta College, affiliates, legal firm, etc.

Continue using Robert Bezemek's legal firm, but reduce expenses whenever possible.

Savings = about \$10,000.00.

Continue using 1.2 FTE reassigned time paid by Cuesta College to pay for highest release time costs.

Savings = about \$5,000.00

Continue funding CCFT-sponsored student scholarships.

Costs = \$1,500.00.

Continue with affiliate grant programs where possible, but note reduced grant funds (CFT Staff Funding, AFT PIPE, CFT MOC grant, etc.)

Loss of income = \$4063.61

Continue paying AFT Occupational Liability Insurance for members and Fidelity Bond for organization and officers.

Costs = \$1,178.25

Assume no faculty salary increase (in negotiations).

Per EB, zero out all stipends for positions not currently filled.

Savings = \$9,000.00

Per EB, reduce officer release time, where possible

President annual release time reduced from 80% to 70%; savings = \$10,000

Vice President annual release time reduced from 20% to 15%; savings = \$4,600.00

Per EB, postpone agency fee audit until Fall 2014

Savings = \$6,000.00

Per EB, reduce paper newsletters and letters to members; use email whenever possible.

Savings = \$685.50

Zero out all reimbursements for supplies, postage, meeting costs, cell phone, etc., paid for by members.

Savings = about \$1,000.00

Zero out all donations and memberships to other organizations.

Savings = \$250.00

Zero out all gifts of appreciation, cards and flowers to members or others, etc.

Savings = \$75

Reduce webmaster costs

Savings = \$300.00

Use legal fees category to balance budget.

Recent annual legal costs:

2013-2014	\$20,561.03	Reduced to balance 2013-2014 budget
2012-2013	\$29,476.25	Average 2009 - 2013 = \$32,357.85
2011-2012	\$39,677.25	
2010-2011	\$23,813.95	
2009-2010	\$36,463.95	
2008-2009	\$140,001.61	

Total saved from reduced release time and no stipends = **\$30,736.27**

Total savings from reduced release time, no stipends, no reimbursements, no donations, etc. = **\$45,973.50.**

Not built into this budget, but needed to cover future legal fees, release time, stipends, reimbursements, etc.:

Per EB, assume a dues/fees increase from faculty (assess 1.5% of salary) to maintain balanced budget and reserve.

Total faculty salary =	\$18,931,101.67	<i>Annual dues/fees income increase</i>	
Dues/Fees =	1.2%	\$227,173.22	\$0.00
	1.3%	\$246,104.32	\$18,931.10
	1.4%	\$265,035.42	\$37,862.20
	1.5%	\$283,966.53	\$56,793.31
	1.6%	\$302,897.63	\$75,724.41

