

### **Proposed Mil Rate (Dues) Motion:**

WHEREAS the APUO operational expenses have gone up due to the unilateral decision of the Central Administration to sever our payroll service agreement in the 2022-2024 bargaining round;

WHEREAS the APUO has hired an Organizing and Mobilization Officer to build our collective power;

WHEREAS the APUO wishes to signal our commitment to building the broader labour movement by affiliating with the National Union of the Canadian Association of University Teachers (NUCAUT);

WHEREAS the APUO wishes to signal to the Central Administration and the wider community that we have the resources we need for work action;

BE IT RESOLVED that the APUO raises its mil rate by 0.10% (with 0.05% going to operational and 0.05% to the strike and lockout fund)

### **Context**

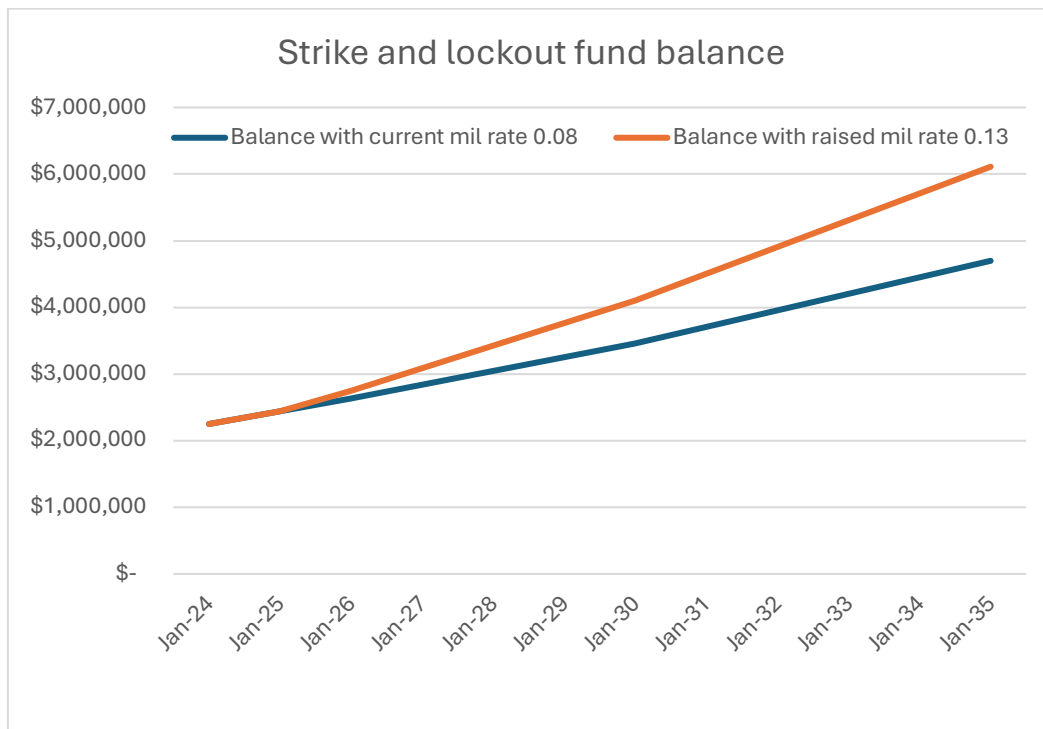
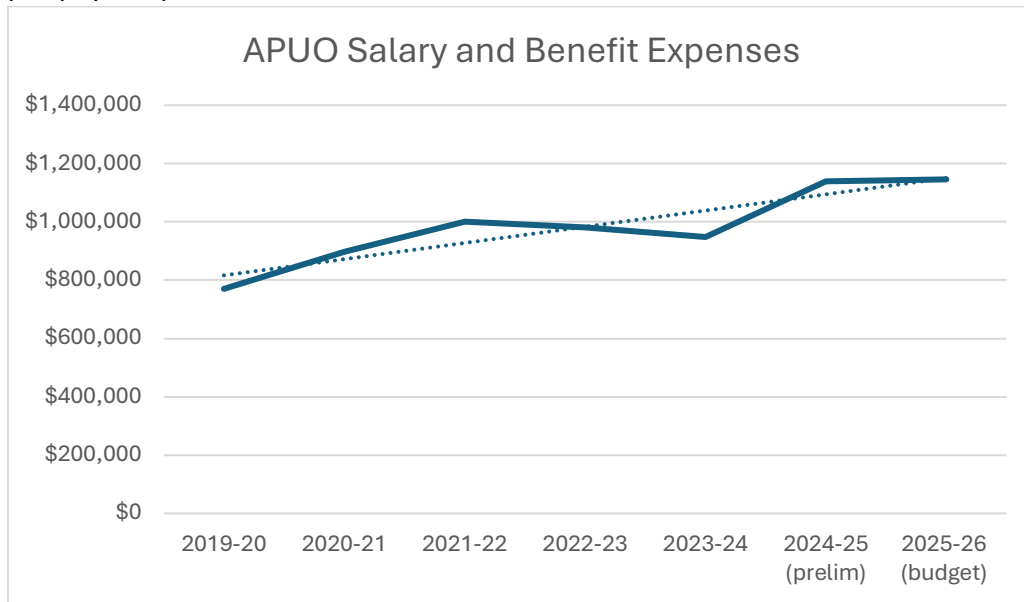
The APUO Executive Committee and Board of Directors recommend raising the mil rate, which is the union dues rate for each member, starting July 1, 2025. Your union dues pay for a wide range of benefits, services, and programs that are available to you as a member of the APUO. It is also worth remembering that union dues are 100 percent tax deductible when you file your taxes for the year.

The 0.05% increase to strike fund dues will raise the contributions from 0.08% to 0.13% and is designed to result in a strike fund balance of over \$4 million by 2030, which could allow the APUO to support a strike or lockout of approximately 6 weeks before having to reduce strike pay.

The 0.05% increase to operational fund dues will raise these contributions from 0.92% to 0.97% and will result in a projected (budget) operating surplus of approximately \$22,000 in 2025-26, versus a projected deficit of \$93,000 under current conditions. This projected deficit is partly due to structural increases in salaries and benefits due to more permanent staff, more temporary staff and higher benefits costs.

The National Union of the Canadian Association of University Teachers (NUCAUT) represents the certified unions that are also members of CAUT who wish to join with the broader labour movement. The cost to join is about \$10 per year per member.

In total, for a member making \$150,000 salary, the increase will cost \$150 per year or about \$6 per paycheck.



**BUDGET 2025/26 APUO - sans augmentation aux cotisation  
syndicales / without Mil Rate Increase**

REVENUS ET DÉPENSES - REVENUE AND EXPENSES pour la période qui se termine - for the period ending	Budget 25-26	Budget 24-25	Vérific./ Audit 23-24	Vérific./ Audit 22-23	Vérific./ Audit 21-22	Vérific./ Audit 20-21	Vérific./ Audit 19-20
REVENUS / REVENUE							
1a. cotisations / dues (general fund)	\$2,181,023	\$2,131,620	\$2,180,877	\$1,952,130	\$1,927,613	\$1,881,145	\$1,849,802
1b. cotisations / dues (strike fund)	\$189,654	\$185,358	\$189,641	\$169,750	\$167,619	\$163,578	\$160,852
2. revenus de placements - interest on investments	\$50,000	\$50,000	\$203,268	\$180,204	<b>-\$212,940</b>	\$263,301	\$74,247
3. bourses aux étudiants / student awards	\$118,206	\$114,680	\$118,559	\$106,049	\$104,352	\$102,261	\$100,480
3a. Revenus de placement sur bourses aux étudiants - interest on investments on bursaries							
REVENUS BRUTS - GROSS REVENUE	<b>\$2,538,883</b>	<b>\$2,481,658</b>	<b>\$2,692,345</b>	<b>\$2,408,133</b>	<b>\$1,986,644</b>	<b>\$2,410,285</b>	<b>\$2,185,381</b>
OPERATING : REVENUS BRUTS - GROSS REVENUE	<b>\$2,231,023</b>	<b>\$2,181,620</b>	<b>\$2,384,145</b>	<b>\$2,132,334</b>	<b>\$1,714,673</b>	<b>\$2,144,446</b>	<b>\$1,924,049</b>
STRIKE FUND : REVENUS BRUTS - GROSS REVENUE	<b>\$189,654</b>	<b>\$185,358</b>	<b>\$189,641</b>	<b>\$169,750</b>	<b>\$167,619</b>	<b>\$163,578</b>	<b>\$160,852</b>
BOURSES / BURSARIES : REVENUS BRUTS - GROSS REVENUE	<b>\$118,206</b>	<b>\$114,680</b>	<b>\$118,559</b>	<b>\$106,049</b>	<b>\$104,352</b>	<b>\$102,261</b>	<b>\$100,480</b>
DÉPENSES - EXPENSES							
1. ACPPU - CAUT	\$301,133	\$300,602	\$296,290	\$273,443	\$267,966	\$251,614	\$238,222
2. Caisse de défense de l'ACPPU - CAUT Defence Fund	\$108,300	\$125,925	\$113,617	\$91,987	\$83,430	\$82,880	\$83,292
3. UAPUO - OCUFA	\$280,311	\$271,544	\$267,734	\$262,991	\$257,013	\$242,228	\$241,018
TOTAL DES COTISATIONS - TOTAL DUES	<b>\$689,744</b>	<b>\$698,072</b>	<b>\$677,641</b>	<b>\$628,421</b>	<b>\$608,409</b>	<b>\$576,722</b>	<b>\$562,532</b>
4. salaires & avantages - salaries & benefits	\$1,145,814	\$1,138,917	\$948,553	\$980,994	\$1,001,149	\$897,705	\$770,258
5. indemnité de cessation d'emploi - severance allowance							
6. administration, équipement, rénovation - administration, equipment, renovations	\$75,000	\$77,500	\$57,970	\$68,042	\$69,668	\$35,007	\$33,306
7. traduction - translation	\$10,000	\$10,000	\$5,547	\$3,642	\$3,483	\$9,194	\$3,497
9. réunions / meetings	\$25,000	\$24,000	\$17,951	\$8,038	\$1,124	\$134	\$10,699
10. voyages et conférences - travel & conferences	\$29,000	\$28,000	\$18,692	\$17,409	\$16,974	<b>-\$9,122</b>	\$19,074
13. loyer - rent	\$61,694	\$60,066	\$66,926	\$75,556	\$94,885	\$98,628	\$98,114
15. prix d'excellence en recherche/enseignement - teaching/research awards	\$5,000	\$5,000	\$7,500	\$7,500	\$10,000	\$5,000	\$10,000
16. vérification - audit	\$15,000	\$8,500	\$14,339	\$11,354	\$8,124	\$7,402	\$6,780
17. solidarité et dons - solidarity and donations	\$43,620	\$42,632	\$11,751	\$18,705	\$35,445	\$61,694	\$11,810
18. assurance - insurance	\$25,000	\$21,500	\$26,327	\$23,916	\$22,690	\$19,089	\$16,343
19. amortissement - amortization	\$40,000	\$40,000	\$42,645	\$43,806	\$8,034	\$36,086	\$34,352
20. négociation collective - collective bargaining	\$10,000	\$15,000	\$3,500		\$5,455	\$6,600	
21. griefs - grievances							
22. arbitrage - arbitration	\$150,000	\$150,000	\$153,775	\$148,256	\$99,136	\$83,459	\$71,466
23. bourses aux étudiants - student awards	\$120,000	\$120,000	\$120,000	\$135,000	\$111,000	\$112,500	\$113,750
TOTAL DES DÉPENSES - TOTAL EXPENDITURES	<b>\$2,444,872</b>	<b>\$2,439,187</b>	<b>\$2,173,117</b>	<b>\$2,170,639</b>	<b>\$2,095,576</b>	<b>\$1,940,098</b>	<b>\$1,761,981</b>
EXCÉDENT - SURPLUS	<b>\$94,011</b>	<b>\$42,470</b>	<b>\$519,228</b>	<b>\$237,494</b>	<b>-\$108,932</b>	<b>\$470,187</b>	<b>\$423,400</b>
OPÉRATION / OPERATING : TOTAL DES DÉPENSES - TOTAL EXPENDITURES	<b>\$2,324,872</b>	<b>\$2,319,187</b>	<b>\$2,053,117</b>	<b>\$2,035,639</b>	<b>\$1,984,576</b>	<b>\$1,827,598</b>	<b>\$1,648,231</b>
OPÉRATION / OPERATING : EXCÉDENT - SURPLUS	<b>-\$93,850</b>	<b>-\$137,568</b>	<b>\$331,028</b>	<b>\$96,695</b>	<b>-\$269,903</b>	<b>\$316,848</b>	<b>\$275,818</b>
OPÉRATION / OPERATING : EXCÉDENT DÉBUT DE L'EXERCICE - SURPLUS BEGINNING OF PERIOD	<b>\$2,181,324</b>	<b>\$2,318,892</b>	<b>\$1,987,864</b>	<b>\$1,891,169</b>	<b>\$2,161,072</b>	<b>\$1,844,224</b>	<b>\$1,568,406</b>
OPÉRATION / OPERATING : EXCÉDENT FIN DE L'EXERCICE - SURPLUS END OF PERIOD	<b>\$2,087,474</b>	<b>\$2,181,324</b>	<b>\$2,318,892</b>	<b>\$1,987,864</b>	<b>\$1,891,169</b>	<b>\$2,161,072</b>	<b>\$1,844,224</b>
FONDS DE GRÈVE / STRIKE FUND : TOTAL DES DÉPENSES - TOTAL EXPENDITURES							
FONDS DE GRÈVE / STRIKE FUND: EXCÉDENT - SURPLUS	<b>\$189,654</b>	<b>\$185,358</b>	<b>\$189,641</b>	<b>\$169,750</b>	<b>\$167,619</b>	<b>\$163,578</b>	<b>\$160,852</b>
FONDS DE GRÈVE / STRIKE FUND : EXCÉDENT DÉBUT DE L'EXERCICE - SURPLUS BEGINNING OF PERIOD	<b>\$2,455,219</b>	<b>\$2,269,860</b>	<b>\$2,080,219</b>	<b>\$1,910,469</b>	<b>\$1,742,850</b>	<b>\$1,579,272</b>	<b>\$1,418,420</b>
FONDS DE GRÈVE / STRIKE FUND : EXCÉDENT FIN DE L'EXERCICE - SURPLUS END OF PERIOD	<b>\$2,644,873</b>	<b>\$2,455,219</b>	<b>\$2,269,860</b>	<b>\$2,080,219</b>	<b>\$1,910,469</b>	<b>\$1,742,850</b>	<b>\$1,579,272</b>
BOURSES / BURSARIES : TOTAL DES DÉPENSES - TOTAL EXPENDITURES	<b>\$120,000</b>	<b>\$120,000</b>	<b>\$120,000</b>	<b>\$135,000</b>	<b>\$111,000</b>	<b>\$112,500</b>	<b>\$113,750</b>
BOURSES / BURSARIES: EXCÉDENT - SURPLUS	<b>-\$1,794</b>	<b>-\$5,320</b>	<b>-\$1,441</b>	<b>-\$28,951</b>	<b>-\$6,648</b>	<b>-\$10,239</b>	<b>-\$13,270</b>
BOURSES / BURSARIES : EXCÉDENT DÉBUT DE L'EXERCICE - SURPLUS BEGINNING OF PERIOD	<b>\$5,369</b>	<b>\$10,689</b>	<b>\$12,130</b>	<b>\$41,081</b>	<b>\$47,729</b>	<b>\$57,968</b>	<b>\$71,238</b>
BOURSES / BURSARIES : EXCÉDENT FIN DE L'EXERCICE - SURPLUS END OF PERIOD	<b>\$3,574</b>	<b>\$5,369</b>	<b>\$10,689</b>	<b>\$12,130</b>	<b>\$41,081</b>	<b>\$47,729</b>	<b>\$57,968</b>

**BUDGET 2025/26 APUO - avec augmentation aux cotisations  
syndicales / with Mil Rate Increase**

REVENUS ET DÉPENSES - REVENUE AND EXPENSES pour la période qui se termine - for the period ending	Budget 25-26	Budget 24-25	Vérific./ Audit 23-24	Vérific./ Audit 22-23	Vérific./ Audit 21-22	Vérific./ Audit 20-21	Vérific./ Audit 19-20
REVENUS / REVENUE							
1a. cotisations / dues (general fund)	\$2,299,556	\$2,131,620	\$2,180,877	\$1,952,130	\$1,927,613	\$1,881,145	\$1,849,802
1b. cotisations / dues (strike fund)	\$308,188	\$185,358	\$189,641	\$169,750	\$167,619	\$163,578	\$160,852
2. revenus de placements - interest on investments	\$50,000	\$50,000	\$203,268	\$180,204	<b>-\$212,940</b>	\$263,301	\$74,247
3. bourses aux étudiants / student awards	\$118,206	\$114,680	\$118,559	\$106,049	\$104,352	\$102,261	\$100,480
3a. Revenus de placement sur bourses aux étudiants - interest on investments on bursaries							
REVENUS BRUTS - GROSS REVENUE	\$2,775,950	\$2,481,658	\$2,692,345	\$2,408,133	\$1,986,644	\$2,410,285	\$2,185,381
OPERATING : REVENUS BRUTS - GROSS REVENUE	\$2,349,556	\$2,181,620	\$2,384,145	\$2,132,334	\$1,714,673	\$2,144,446	\$1,924,049
STRIKE FUND : REVENUS BRUTS - GROSS REVENUE	\$308,188	\$185,358	\$189,641	\$169,750	\$167,619	\$163,578	\$160,852
BOURSES / BURSARIES : REVENUS BRUTS - GROSS REVENUE	\$118,206	\$114,680	\$118,559	\$106,049	\$104,352	\$102,261	\$100,480
DÉPENSES - EXPENSES							
1. ACPPU - CAUT	\$301,133	\$300,602	\$296,290	\$273,443	\$267,966	\$251,614	\$238,222
2. Caisse de défense de l'ACPPU - CAUT Defence Fund	\$108,300	\$125,925	\$113,617	\$91,987	\$83,430	\$82,880	\$83,292
3. UAPUO - OCUFA	\$280,311	\$271,544	\$267,734	\$262,991	\$257,013	\$242,228	\$241,018
TOTAL DES COTISATIONS - TOTAL DUES	\$689,744	\$698,072	\$677,641	\$628,421	\$608,409	\$576,722	\$562,532
4. salaires & avantages - salaries & benefits	\$1,145,814	\$1,138,917	\$948,553	\$980,994	\$1,001,149	\$897,705	\$770,258
5. indemnité de cessation d'emploi - severance allowance							
6. administration, équipement, rénovation - administration, equipment, renovations	\$75,000	\$77,500	\$57,970	\$68,042	\$69,668	\$35,007	\$33,306
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9. réunions / meetings	\$25,000	\$24,000	\$17,951	\$8,038	\$1,124	\$134	\$10,699
10. voyages et conférences - travel & conferences	\$29,000	\$28,000	\$18,692	\$17,409	\$16,974	<b>-\$9,122</b>	\$19,074
13. loyer - rent	\$61,694	\$60,066	\$66,926	\$75,556	\$94,885	\$98,628	\$98,114
15. prix d'excellence en recherche/enseignement - teaching/research awards	\$5,000	\$5,000	\$7,500	\$7,500	\$10,000	\$5,000	\$10,000
16. vérification - audit	\$15,000	\$8,500	\$14,339	\$11,354	\$8,124	\$7,402	\$6,780
17. solidarité et dons - solidarity and donations	\$45,991	\$42,632	\$11,751	\$18,705	\$35,445	\$61,694	\$11,810
18. assurance - insurance	\$25,000	\$21,500	\$26,327	\$23,916	\$22,690	\$19,089	\$16,343
19. amortissement - amortization	\$40,000	\$40,000	\$42,645	\$43,806	\$8,034	\$36,086	\$34,352
20. négociation collective - collective bargaining	\$10,000	\$15,000	\$3,500		\$5,455	\$6,600	
21. griefs - grievances							
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23. bourses aux étudiants - student awards	\$120,000	\$120,000	\$120,000	\$135,000	\$111,000	\$112,500	\$113,750
TOTAL DES DÉPENSES - TOTAL EXPENDITURES	\$2,447,243	\$2,439,187	\$2,173,117	\$2,170,639	\$2,095,576	\$1,940,098	\$1,761,981
EXCÉDENT - SURPLUS	\$328,707	\$42,470	\$519,228	\$237,494	<b>-\$108,932</b>	\$470,187	\$423,400
OPÉRATION / OPERATING : TOTAL DES DÉPENSES - TOTAL EXPENDITURES	\$2,327,243	\$2,319,187	\$2,053,117	\$2,035,639	\$1,984,576	\$1,827,598	\$1,648,231
OPÉRATION / OPERATING : EXCÉDENT - SURPLUS	\$22,313	<b>-\$137,568</b>	\$331,028	\$96,695	<b>-\$269,903</b>	\$316,848	\$275,818
OPÉRATION / OPERATING : EXCÉDENT DÉBUT DE L'EXERCICE - SURPLUS BEGINNING OF PERIOD	\$2,181,324	\$2,318,892	\$1,987,864	\$1,891,169	\$2,161,072	\$1,844,224	\$1,568,406
OPÉRATION / OPERATING : EXCÉDENT FIN DE L'EXERCICE - SURPLUS END OF PERIOD	\$2,203,638	\$2,181,324	\$2,318,892	\$1,987,864	\$1,891,169	\$2,161,072	\$1,844,224
FONDS DE GRÈVE / STRIKE FUND : TOTAL DES DÉPENSES - TOTAL EXPENDITURES							
FONDS DE GRÈVE / STRIKE FUND: EXCÉDENT - SURPLUS	\$308,188	\$185,358	\$189,641	\$169,750	\$167,619	\$163,578	\$160,852
FONDS DE GRÈVE / STRIKE FUND : EXCÉDENT DÉBUT DE L'EXERCICE - SURPLUS BEGINNING OF PERIOD	\$2,455,219	\$2,269,860	\$2,080,219	\$1,910,469	\$1,742,850	\$1,579,272	\$1,418,420
FONDS DE GRÈVE / STRIKE FUND : EXCÉDENT FIN DE L'EXERCICE - SURPLUS END OF PERIOD	\$2,763,406	\$2,455,219	\$2,269,860	\$2,080,219	\$1,910,469	\$1,742,850	\$1,579,272
BOURSES / BURSARIES : TOTAL DES DÉPENSES - TOTAL EXPENDITURES	\$120,000	\$120,000	\$120,000	\$135,000	\$111,000	\$112,500	\$113,750
BOURSES / BURSARIES: EXCÉDENT - SURPLUS	<b>-\$1,794</b>	<b>-\$5,320</b>	<b>-\$1,441</b>	<b>-\$28,951</b>	<b>-\$6,648</b>	<b>-\$10,239</b>	<b>-\$13,270</b>
BOURSES / BURSARIES : EXCÉDENT DÉBUT DE L'EXERCICE - SURPLUS BEGINNING OF PERIOD	\$5,369	\$10,689	\$12,130	\$41,081	\$47,729	\$57,968	\$71,238
BOURSES / BURSARIES : EXCÉDENT FIN DE L'EXERCICE - SURPLUS END OF PERIOD	\$3,574	\$5,369	\$10,689	\$12,130	\$41,081	\$47,729	\$57,968