

Category	Budget FY 2009	Budget FY 2008	Budget FY 2007	Category	FY 2009 Explanation
CWA Dues	\$ 275,400.00	\$ 260,000.00	\$ 262,800.00	CWA Dues	40% of IAPE dues collected plus .50 per member per month, as provided by CWA merger agreement.
Rent	\$ 16,940.00	\$ 16,407.00	\$ 23,801.64	Rent	Office Rent: \$1398 @ mth Oct-June. \$1439 @ mth July-Sept.
Common Fees (office)	\$ 6,900.00	\$ 6,701.76	\$ 581.44	Common Fees (office)	Office related common charges: taxes, trash, elevators etc in the Schalks Cross Road office
Insurance (office)	\$ 1,350.00	\$ 1,290.00	\$ 465.00	Insurance (office)	Renters insurance and CWA Security Bond
Utilities	\$ 1,800.00	\$ 2,100.00	\$ 2,400.00	Utilities	Based on current average of \$150 @ month
Phone (office)	\$ 2,400.00	\$ 2,400.00	\$ 3,600.00	Phone (office)	Phone service for office, both basic service & long distance, roughly \$200 a month.
Phone (cell)	\$ 2,000.00	\$ 1,850.00	\$ 2,040.00	Phone (cell)	Cell phone service for union organizer and union president.
Equipment Rental	\$ 4,749.48	\$ 4,125.48	\$ 3,840.00	Equipment Rental	\$343.79 @ mth for office copier & \$624 @ year for Pitney-Bowes.
Legal	\$ 24,000.00	\$ 12,000.00	\$ 16,800.00	Legal	Retainer (\$100 a month) and additional hourly work on expectation of more legal fights with News Corp.
Payroll (full time)	\$ 76,267.80	\$ 72,636.10	\$ 69,177.24	Payroll (full time)	Full-Time staff salary, reflecting 3% increase
Payroll (part-time)	\$ 31,611.64	\$ 30,504.76	\$ 29,473.60	Payroll (part-time)	Staff assistant (25 hours @ week at 18.83 @ hour) Book-keeper (6 hours @ week at 22.16 @ hour.) Hourly rates reflecting 3% increase, effective October 1, 2008.
Payroll (officers)	\$ 5,200.00	\$ 11,076.00	\$ 19,200.00	Payroll (officers)	Officer stipends for Oct & Nov: Treas \$400. Sec \$0. VP \$250. President: differential/OT replacement @ \$325 @ month
Payroll processing fees	\$ 1,800.00	\$ 1,800.00	\$ 2,028.00	Payroll processing fees	Paychex service at an estimated \$150 @ month
PayrollTaxes	\$ 10,855.48	\$ 10,964.81	\$ 11,384.39	PayrollTaxes	Roughly 9.6% of payroll
Insurance (wrkmm comp)	\$ 900.00	\$ 745.00	\$ 1,000.00	Insurance (wrkmm comp)	Annual payment for Workman's Comp policy
Benefits	\$ 23,300.00	\$ 26,587.76	\$ 25,982.16	Benefits	Based on actual '08 average of \$1825 @ month. Includes year-end bonuses for Organizer (\$1000) Bookkeeper (\$200) and Staff Assistant (\$200)
Annual Audit	\$ 5,200.00	\$ 4,600.00	\$ 4,600.00	Annual Audit	Cost of annual audit for FY-08. To be paid in one lump sum in February
<b>Fixed Expenses (Total)</b>	<b>\$ 490,674.40</b>	<b>\$ 465,788.67</b>	<b>\$ 479,173.47</b>	<b>Fixed Expenses (Total)</b>	
Docked Pay	\$ 2,200.00	\$ 2,200.00	\$ 6,600.00	Docked Pay	Stand-by funding, eight 'union days' @ year @ \$275 @ day.
Subscriptions	\$ 500.00	\$ 450.00	\$ 450.00	Subscriptions	Annual subscriptions for "Stewards Update."
Training	\$ 3,000.00	\$ 3,000.00	\$ 3,000.00	Training	Stand-by funding for CWA/TNG training, such as new-officers-courses, steward training, grievance/arbitration etc.
Office Supplies	\$ 1,200.00	\$ 1,536.00	\$ 1,800.00	Office Supplies	Based on '08 monthly average of \$100 @ month
Postage	\$ 1,200.00	\$ 1,632.00	\$ 1,020.00	Postage	Based on '08 average of \$100 @ month
Communications	\$ 3,000.00	\$ 2,400.00	\$ 2,400.00	Communications	Website/Internet maintenance, support and equipment. Includes internet service, previously listed under office phone. Newsletter and non-mobilization printing.
Committees	\$ 1,200.00	\$ 1,200.00	\$ 1,200.00	Committees	Conference call expenses (primarily Executive Council)
Board Meetings	\$ 12,000.00	\$ 12,000.00	\$ 12,000.00	Board Meetings	Two IAPE Board of Directors meetings at \$6,000 each.
Conventions	\$ 5,100.00	\$ 5,100.00	\$ 5,100.00	Conventions	CWA convention and TNG Sector meeting along with stand-by funding for selected TNG and CWA district meetings.
Membership Service	\$ 1,800.00	\$ -	\$ -	Membership Service	Membership representation. Expenses associated with one-on-one membership meetings, travel, etc. related to grievances, arbitrations, etc.
Mobilization	\$ 1,800.00	\$ 7,200.00	\$ 12,000.00	Mobilization	Stand-by funding, mobilization, membership meetings & travel @ \$150 @ mth
Organizing	\$ 1,500.00	\$ 3,600.00	\$ 6,000.00	Organizing	Stand-by funding, organizing efforts for new locations
Bargaining	\$ 10,000.00	\$ 20,000.00	\$ 30,000.00	Bargaining	Stand-by funding, 2010 Dow Jones bargaining prep and Factiva changes.
Arbitration	\$ 5,000.00	\$ 3,600.00	\$ 3,600.00	Arbitration	Stand-by funding for legal services, travel and miscellaneous expenses
Elections	\$ 10,000.00	\$ 8,000.00	\$ 6,500.00	Elections	Estimated cost of '08 Officers/Board election based on '05 expenses
Service Charges	\$ -	\$ -	\$ 40.00	Service Charges	
Dues Refund	\$ -	\$ -	\$ 3,240.00	Dues Refund	No dues refund planned for '09
Miscellaneous	\$ 500.00	\$ 500.00	\$ -	Miscellaneous	Stand-by for non-budgeted incidentals.
<b>Variable Expenses (Total)</b>	<b>\$ 60,000.00</b>	<b>\$ 72,418.00</b>	<b>\$ 94,950.00</b>	<b>Variable Expenses (Total)</b>	
<b>Total Expenses</b>	<b>\$ 550,674.40</b>	<b>\$ 538,206.67</b>	<b>\$ 574,123.47</b>	<b>Total Expenses</b>	
Total (dues) Income	\$ 660,000.00	\$ 624,000.00	\$ 632,000.00	Total (dues) Income	Based on current total dues: average of \$13.51 per member per paycheck. FY-09 projection would reflect a net loss of 100 members. Budgeted as \$55,000 @ month.
Dividends & Interest	\$ 16,800.00	\$ 15,000.00	\$ 8,000.00	Dividends & Interest	Interest on T-Notes, Mutual Funds and Sweep Account
Miscellaneous Income	\$ -	\$ -	\$ -	Miscellaneous Income	
TNG/CWA Reimbursement	\$ -	\$ 10,000.00	\$ 25,000.00	TNG/CWA Reimbursement	None Expected
<b>Total Income</b>	<b>\$ 676,800.00</b>	<b>\$ 649,000.00</b>	<b>\$ 665,000.00</b>	<b>Total Income</b>	
<b>Operating Balance/Surplus</b>	<b>\$ 126,125.60</b>	<b>\$ 110,793.33</b>	<b>\$ 90,876.53</b>	<b>Operating Balance/Surplus</b>	