

Category	Budget FY 2012	Budget FY 2011	Budget FY 2010	Budget FY 2009	Budget FY 2008	Category	FY 2010 Explanation
CWA Dues	\$ 257,719.00	\$ 250,000.00	\$ 294,000.00	\$ 275,400.00	\$ 260,000.00	CWA Dues	40% of IAFB dues collected plus .50 per member per month, as provided by CWA merger agreement.
Rent	\$ 25,000.00	\$ 17,820.00	\$ 17,400.00	\$ 16,940.00	\$ 16,407.00	Rent	Office Rent: \$1541 @ month.
Common Fees (FY12 included in Insurance (office))	\$ 1,800.00	\$ 1,800.00	\$ 1,500.00	\$ 1,350.00	\$ 1,290.00	Common Fees (office)	Office related common charges: taxes, trash, inspections, elevators etc in the Schalks Crossing Road office Totals included in 'rent' in FY 12
Utilities	\$ 2,400.00	\$ 2,400.00	\$ 2,100.00	\$ 1,800.00	\$ 2,100.00	Utilities	Renters Insurance and CWA Security Bond
Phone (office)	\$ 3,480.00	\$ 2,880.00	\$ 2,400.00	\$ 2,400.00	\$ 2,400.00	Phone (office)	Based on current average of \$350 @ month
Phone (cell)	\$ 2,300.00	\$ 2,590.00	\$ 2,400.00	\$ 2,000.00	\$ 1,850.00	Phone (cell)	Phone service for office, both basic service & long distance, FY 2012 average \$290 a month.
Equipment Rental	\$ 4,225.00	\$ 4,500.00	\$ 4,750.00	\$ 4,749.48	\$ 4,125.48	Equipment Rental	Cell phone service for union organizer and union president.
Legal	\$ 18,000.00	\$ 18,000.00	\$ 18,000.00	\$ 24,000.00	\$ 12,000.00	Legal	rental payments for office copier and for Fitzroy-Loves.
Payroll (full time)	\$ 48,669.69	\$ 84,637.80	\$ 80,607.43	\$ 76,287.80	\$ 72,636.10	Payroll (full time)	Retainer (\$1000 a month) and additional hourly work (\$500 @ month)
Payroll (part-time)	\$ 44,856.00	\$ 33,908.80	\$ 32,545.04	\$ 31,611.64	\$ 30,504.76	Payroll (part-time)	Full-Time staff salary reflecting a 3% increase for Union Organizer (2% matches DJ IAFB compensatory, 3% is merit opsy increase).
Payroll (officers)	\$ 4,800.00	\$ 4,800.00	\$ 3,900.00	\$ 5,200.00	\$ 11,076.00	Payroll (officers)	Staff assistant (30 hours @ week at 20.70 @ hour) Bookkeeper (10 hours @ week at 24.12 @ hour.) Reflects a 3% increase for Staff Assistant and a 2% increase for Bookkeeper.
Payroll processing fees	\$ 2,400.00	\$ 2,700.00	\$ 2,400.00	\$ 1,800.00	\$ 1,800.00	Payroll processing fees	Differential/OT replacement for President: \$400 @ month
Payroll/Taxes	\$ 13,375.00	\$ 11,808.00	\$ 10,792.00	\$ 10,855.48	\$ 10,964.81	Payroll/Taxes	Paycheck service at an estimated \$225 @ month
Insurance (workm comp)	\$ 1,200.00	\$ 1,100.00	\$ 1,050.00	\$ 900.00	\$ 745.00	Insurance (workm comp)	Roughly 9.0% of payroll
Benefits	\$ 30,000.00	\$ 25,500.00	\$ 23,300.00	\$ 23,300.00	\$ 26,587.76	Benefits	Annual payment for Workman's Comp policy
Annual Audit	\$ 6,500.00	\$ 6,500.00	\$ 6,000.00	\$ 5,200.00	\$ 4,600.00	Annual Audit	Based on the '11 average of \$280 @ month, includes year-end bonuses for Organizer (\$1250) Bookkeeper (\$300) and Staff Assistant (\$300)
Fixed Expenses (Total)	\$ 508,704.69	\$ 477,844.60	\$ 512,044.47	\$ 490,674.40	\$ 465,788.67	Fixed Expenses (Total)	Estimated cost of annual audit for the fiscal year. To be paid in one lump sum in February/March 2012
Docked Pay	\$ -	\$ 2,200.00	\$ 2,200.00	\$ 2,200.00	\$ 2,200.00	Docked Pay	Stand-by funding for 'union days'. FY 12 included in miscellaneous.
Subscriptions	\$ 730.00	\$ 700.00	\$ 600.00	\$ 500.00	\$ 450.00	Subscriptions	Annual subscriptions for "Stewards Updates."
Training	\$ 3,000.00	\$ 3,000.00	\$ 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 Equipment (purchases)	\$ -	\$ 6,500.00	\$ -	\$ -	\$ -	Office Equipment (purchases)	Replaces office PC's & laptop
Office Supplies	\$ 1,200.00	\$ 1,200.00	\$ 1,200.00	\$ 1,200.00	\$ 1,536.00	Office Supplies	Based on monthly average of \$100 @ month
Postage	\$ 1,000.00	\$ 1,200.00	\$ 1,200.00	\$ 1,200.00	\$ 1,632.00	Postage	Based on monthly average of \$100 @ month
Communications	\$ 1,200.00	\$ 2,400.00	\$ 2,400.00	\$ 3,000.00	\$ 2,400.00	Communications	Website/Internet maintenance, support and equipment. Includes internet service, previously listed under office phone. Newsletter and non-mobilization printing.
Commissions	\$ 2,000.00	\$ 2,000.00	\$ 1,200.00	\$ 1,200.00	\$ 1,200.00	Commissions	Conference call expenses (primarily Incentive Council)
Board Meetings	\$ 6,000.00	\$ 5,000.00	\$ 10,000.00	\$ 12,000.00	\$ 12,000.00	Board Meetings	Two IAFB Board of Directors meetings. One in person, one via phone.
Conventions	\$ -	\$ 5,100.00	\$ 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. No Cwa for TNG conventions planned for '12.
Membership Service	\$ 1,200.00	\$ 1,200.00	\$ 1,800.00	\$ 1,800.00	\$ -	Membership Service	Membership representation. Expenses associated with one-on-one membership meetings, travel, etc. related to grievances, arbitrations, etc.
Mobilization	\$ 4,800.00	\$ 4,800.00	\$ 9,600.00	\$ 1,800.00	\$ 7,200.00	Mobilization	Funding for membership meetings & travel @ \$400 @ mth
Organizing	\$ 1,500.00	\$ 1,000.00	\$ 1,500.00	\$ 1,500.00	\$ 3,600.00	Organizing	Stand-by funding, organizing efforts for new locations
Bargaining	\$ 3,000.00	\$ 10,000.00	\$ 25,000.00	\$ 10,000.00	\$ 20,000.00	Bargaining	2011-12 Printing (Holding Green) bargaining & contract printing.
Arbitration	\$ 1,500.00	\$ 3,600.00	\$ 5,000.00	\$ 5,000.00	\$ 3,600.00	Arbitration	Stand-by funding for legal services, travel and miscellaneous expenses
Elections	\$ 3,000.00	\$ 7,500.00	\$ 6,500.00	\$ 10,000.00	\$ 8,000.00	Elections	Estimated cost of bylaws revision election.
Service Charges	\$ -	\$ -	\$ -	\$ -	\$ -	Service Charges	
Dues Refund	\$ 500.00	\$ -	\$ -	\$ -	\$ -	Dues Refund	Occasional dues refund for DJ 'withholding' mistakes
Miscellaneous	\$ 2,500.00	\$ 500.00	\$ 500.00	\$ 500.00	\$ 500.00	Miscellaneous	Stand-by for non-budgeted incidentals.
Variable Expenses (Total)	\$ 33,150.00	\$ 57,800.00	\$ 76,800.00	\$ 60,000.00	\$ 72,418.00	Variable Expenses (Total)	
Total Expenses	\$ 541,854.69	\$ 535,644.60	\$ 588,844.47	\$ 550,674.40	\$ 538,206.67	Total Expenses	
Total (dues) Income	\$ 618,800.00	\$ 600,000.00	\$ 708,000.00	\$ 660,000.00	\$ 624,000.00	Total (dues) Income	Estimated average of \$1400 per member per paycheck. FY-12 projection of roughly 1700 dues-paying members. Budgeted as \$51,566 @ month.
Dividends & Interest	\$ 15,000.00	\$ 15,000.00	\$ 14,000.00	\$ 16,800.00	\$ 15,000.00	Dividends & Interest	Interest on T-Notes, CDs and Mutual Funds
Miscellaneous Income	\$ -	\$ -	\$ -	\$ -	\$ -	Miscellaneous Income	
TNG/CWA Reimbursement	\$ -	\$ -	\$ -	\$ -	\$ 10,000.00	TNG/CWA Reimbursement	None Expected
Total Income	\$ 633,800.00	\$ 615,000.00	\$ 722,000.00	\$ 676,800.00	\$ 649,000.00	Total Income	
Operating Balance/Surplus	\$ 91,945.31	\$ 79,355.40	\$ 133,155.53	\$ 126,125.60	\$ 110,793.33	Operating Balance/Surplus	Projected Operating Balance/Surplus