

Category	Budget FY 2008	Budget FY 2007	FY 2008 Explanation
CWA Dues	\$260,000.00	\$262,800.00	40% of IAPE dues collected plus .50 per member per month, as provided by CWA merger agreement.
Rent	\$16,407.00	\$23,801.64	New office: \$1357 @ mth Oct-June. \$1398 @ mth July-Sept.
Common Fees (office)	\$6,701.76	\$581.44	\$558.48 @ mth for office related "common charges" taxes, trash, elevators etc in the Schalks Cross Road office
Insurance (office)	\$1,290.00	\$465.00	Based on actual '07 payment
Utilities	\$2,100.00	\$2,400.00	Based on current average of \$175 @ month
Phone (office)	\$2,400.00	\$3,600.00	Phone service for new office, both basic service & long distance, roughly \$200 a month. DSL internet service now listed under Communications
Phone (cell)	\$1,850.00	\$2,040.00	Cell phone service for union organizer and union president.
Equipment Rental	\$4,125.48	\$3,840.00	\$343.79 @ mth for office copier
Legal	\$12,000.00	\$16,800.00	Retainer (and additional hourly work) for Meyer, Suozzi, English & Klein.
Payroll (full time)	\$72,636.10	\$69,177.24	Full-Time staff salary, reflecting 5% increase
Payroll (part-time)	\$30,357.80	\$29,473.60	Staff assistant (25 hours @ week at 18.29 @ hour) Book-keeper (6 hours @ week at 21.52 @ hour.) Hourly rates reflecting 3% increase, effective October 1, 2007.
Payroll (officers)	\$11,076.00	\$19,200.00	\$923 @ mth officer stipends: Treas \$400. Sec \$0. VP \$250. Pres (differential/OT replacement) \$273
Payroll processing fees	\$1,800.00	\$2,028.00	Switch from ADP to Paychex service at an estimated \$150 @ month
Payroll Taxes	\$10,964.81	\$11,384.39	Roughly 9.6% of payroll
Insurance (wrkmn comp)	\$745.00	\$1,000.00	Annual payment for Workman's Comp policy
Benefits	\$26,587.76	\$25,982.16	Based on actual '07 average of \$2028 @ month, plus 3.5%. Includes year-end bonuses for Organizer (\$1000) Bookkeeper (\$200) and Staff Assistant (\$200)
Annual Audit	\$4,600.00	\$4,600.00	Based on actual cost of audit for FY-07. To be paid in one lump sum in February
<b>Fixed Expenses (Total)</b>	<b>\$465,641.71</b>	<b>\$479,173.47</b>	
Docked Pay	\$2,200.00	\$6,600.00	Stand-by funding, eight 'union days' @ year @ \$275 @ day.
Subscriptions	\$450.00	\$450.00	Annual subscriptions for "Labor Notes" and "Stewards Update." Quantities reduced from earlier levels.
Training	\$3,000.00	\$3,000.00	Stand-by funding for CWA/TNG training, such as new-officers-courses, steward training, grievance/arbitration etc.
Office Supplies	\$1,536.00	\$1,800.00	Based on actual '07 average of \$128 @ month
Postage	\$1,632.00	\$1,020.00	Based on actual '07 average of \$136 @ month
Communications	\$2,400.00	\$2,400.00	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	Conference call expenses (primarily Executive Council)
Board Meetings	\$12,000.00	\$12,000.00	Two IAPE Board of Directors meetings at \$6,000 each.
Conventions	\$5,100.00	\$5,100.00	CWA convention (summer '08 in Las Vegas,) TNG Sector meeting (February '08 Providence RI) along with stand-by funding for selected TNG and CWA district meetings.
Mobilization	\$7,200.00	\$12,000.00	Stand-by funding, mobilization, membership meetings & travel @ \$600 @ mth
Organizing	\$3,600.00	\$6,000.00	Stand-by funding, organizing efforts for new locations
Bargaining	\$20,000.00	\$30,000.00	Stand-by funding, Dow Jones bargaining, Factiva changes, new location representation expenses.
Arbitration	\$3,600.00	\$3,600.00	Stand-by funding for travel and miscellaneous expenses
Elections	\$8,000.00	\$6,500.00	Estimated cost of '08 Officers/Board election based on '05 expenses
Service Charges	\$0.00	\$40.00	
Dues Refund	\$0.00	\$3,240.00	No dues refund planned for '08
Miscellaneous	\$500.00	\$0.00	Stand-by for non-budgeted incidentals
<b>Variable Expenses (Total)</b>	<b>\$72,418.00</b>	<b>\$94,950.00</b>	
<b>Total Expenses</b>	<b>\$538,059.71</b>	<b>\$574,123.47</b>	
Total (dues) Income	\$624,000.00	\$632,000.00	Based on current total dues: average of \$13.51 per member per paycheck. FY-08 projection would reflect a net loss of 100 members. Budgeted as \$52,000 @ month.
Dividends & Interest	\$15,000.00	\$8,000.00	Interest on T-Notes, Mutual Funds and Sweep Account
Miscellaneous Income			
TNG/CWA Reimbursement	\$10,000.00	\$25,000.00	Stand-by in case DJ bargaining/mobilization expenses continue. Rough estimate of remainder of 2007 TNG/CWA reimbursement pledge.
<b>Total Income</b>	<b>\$649,000.00</b>	<b>\$665,000.00</b>	
<b>Operating Balance/Surplus</b>	<b>\$110,940.29</b>	<b>\$90,876.53</b>	