

Category	FY 2021-22 Budget	FY 2021-22 Projected	FY 2021-22 Variance	% Over/Under Budget	FY 2022-23 Budget	Budget % Increase/Decrease
Annual Audit	\$ 34,000.00	\$ 16,500.00	\$ 17,500.00	-51.47%	\$ 17,500.00	-48.53%
Benefits	\$ 41,280.00	\$ 44,899.61	\$ (3,619.61)	8.77%	\$ 46,024.00	11.49%
CWA Dues	\$ 358,924.00	\$ 380,499.26	\$ (21,575.26)	6.01%	\$ 381,852.00	6.39%
Equipment Rental	\$ 837.00	\$ 558.00	\$ 279.00	-33.33%	\$ -	-100.00%
Insurance (Office)	\$ 10,141.00	\$ 11,771.10	\$ (1,630.10)	16.07%	\$ 7,910.00	-22.00%
Legal	\$ 50,000.00	\$ 38,106.37	\$ 11,893.63	-23.79%	\$ 50,000.00	0.00%
Payroll (Staff)	\$ 265,436.40	\$ 284,929.10	\$ (19,492.70)	7.34%	\$ 250,580.00	-5.60%
Payroll (Contract)	\$ 42,500.00	\$ -	\$ 42,500.00	-100.00%	\$ 40,000.00	-5.88%
Payroll Processing Fees	\$ 4,443.00	\$ 3,860.67	\$ 582.33	-13.11%	\$ 3,900.00	-12.22%
Phone (Cell)	\$ 3,125.00	\$ 3,567.87	\$ (442.87)	14.17%	\$ 4,700.00	50.40%
Phone (Office)	\$ 500.00	\$ 585.32	\$ (85.32)	17.06%	\$ 590.00	18.00%
Rent	\$ 18,336.00	\$ 18,911.94	\$ (575.94)	3.14%	\$ 19,717.00	7.53%
<b>Fixed Expenses (Total)</b>	<b>\$ 829,522.40</b>	<b>\$ 804,189.24</b>	<b>\$ 25,333.16</b>	<b>-3.05%</b>	<b>\$ 822,773.00</b>	<b>-0.81%</b>
Arbitration	\$ 15,000.00	\$ (150.00)	\$ 15,150.00	-101.00%	\$ 10,000.00	-33.33%
Bargaining	\$ 2,750.00	\$ 587.58	\$ 2,162.42	-78.63%	\$ 2,750.00	0.00%
Board Meetings	\$ 15,000.00	\$ -	\$ 15,000.00	-100.00%	\$ 15,000.00	0.00%
Charitable Donations	\$ 1,100.00	\$ 155.06	\$ 944.94	-85.90%	\$ 6,000.00	445.45%
Committees	\$ 500.00	\$ -	\$ 500.00	-100.00%	\$ 500.00	0.00%
Communications	\$ 1,850.00	\$ 1,936.63	\$ (86.63)	4.68%	\$ 2,000.00	8.11%
Conventions	\$ 1,500.00	\$ 2,268.74	\$ (768.74)	51.25%	\$ 7,600.00	406.67%
Dues Refund	\$ 500.00	\$ 1,883.98	\$ (1,383.98)	276.80%	\$ 1,000.00	100.00%
Elections	\$ 4,000.00	\$ 4,500.00	\$ (500.00)	12.50%	\$ 4,500.00	12.50%
Membership Service	\$ 4,800.00	\$ -	\$ 4,800.00	-100.00%	\$ 4,800.00	0.00%
Miscellaneous	\$ 400.00	\$ 52.56	\$ 347.44	-86.86%	\$ 200.00	-50.00%
Mobilization	\$ 25,000.00	\$ 21,847.35	\$ 3,152.65	-12.61%	\$ 30,000.00	20.00%
Office Equipment (Purchase)	\$ 1,500.00	\$ (49.99)	\$ 1,549.99	-103.33%	\$ 2,500.00	66.67%
Office Supplies	\$ 1,300.00	\$ 1,232.44	\$ 67.56	-5.20%	\$ 1,300.00	0.00%
Organizing	\$ 5,000.00	\$ -	\$ 5,000.00	-100.00%	\$ 5,000.00	0.00%
Postage	\$ 200.00	\$ 98.94	\$ 101.06	-50.53%	\$ 150.00	-25.00%
Service Charges	\$ 400.00	\$ 410.50	\$ (10.50)	2.63%	\$ 450.00	12.50%
Training	\$ 500.00	\$ -	\$ 500.00	-100.00%	\$ 2,000.00	300.00%
<b>Variable Expenses (Total)</b>	<b>\$ 81,300.00</b>	<b>\$ 34,773.79</b>	<b>\$ 46,526.21</b>	<b>-57.23%</b>	<b>\$ 95,750.00</b>	<b>17.77%</b>
<b>Total Expenses</b>	<b>\$ 910,822.40</b>	<b>\$ 838,963.03</b>	<b>\$ 71,859.37</b>	<b>-7.89%</b>	<b>\$ 918,523.00</b>	<b>0.85%</b>
<b>Total (dues) Income</b>	<b>\$ 897,310.00</b>	<b>\$ 951,248.16</b>	<b>\$ 53,938.16</b>	<b>6.01%</b>	<b>\$ 954,630.00</b>	<b>6.39%</b>
<b>Total Income</b>	<b>\$ 897,310.00</b>	<b>\$ 951,248.16</b>	<b>\$ 53,938.16</b>	<b>6.01%</b>	<b>\$ 954,630.00</b>	<b>6.39%</b>
<b>Operating Balance/Surplus</b>	<b>\$ (13,512.40)</b>	<b>\$ 112,285.13</b>	<b>\$ 125,797.53</b>		<b>\$ 36,107.00</b>	

## **IAPE Budget Notes 2022-23 Fiscal Year (FY2023)**

### **Annual Audit - \$17,500**

48.53% decrease.

2022 audit cost (\$16,500) plus \$1,000 in the event of price increase

### **Benefits - \$46,024**

11.49% increase

Covers healthcare for full-time employees Martell and Dadiw (\$38,196) and post-termination coverage for Fitzpatrick (\$5,844). Also annual life insurance policy for Exec. Director (currently \$947.00). Extra \$1,000 allowance for dental coverage reimbursement and miscellaneous fees (possible adjustment to workers compensation coverage).

### **CWA Dues - \$381,852**

6.39% increase

Reflects corresponding increase in membership dues revenue.

### **Equipment Rental - \$0**

No active leases for office equipment.

### **Insurance (Office) - \$7,910**

22.00% decrease

Directors & Officers liability policy (\$6,562.12), commercial insurance policy (\$834.98). Allows \$500 for premium increases and possible adjustment to current CWA Labor Bond (budgeted and paid last year).

### **Legal - \$50,000**

Unchanged

Anticipating similar usage of legal assistance during contract negotiations.

### **Payroll (Staff) - \$250,580**

5.60% decrease

Reflects current payroll—gross pay plus employer liability for taxes and retirement contributions—for three employees (Executive Director, Administrative Officer, Organizer) plus cost of final pay and severance for one employee (Staff Representative/Mobilizer). Adds funding for customary equivalent-to-Dow Jones raise for Executive Director, plus \$1,000 lump sum payments to Exec. Director, Administrative Officer and Organizer (approved by Board of Directors during Executive Session). Salaries not increased for Admin. Officer or Organizer because of promotion or hiring after May 1. Total offset by \$76,969.76 reimbursement from TNG and CWA for Organizer position.

**Payroll (Contract) - \$40,000**

5.88% decrease

Not used in 2021-22. Allows IAPE to consider adding contract position during 2023 negotiations.

**Payroll Processing Fees - \$3,900**

12.22% decrease

Includes ADP processing fees, quarterly tax statement preparation and premiums for workers comp and New York state disability premiums. Reflects current processing costs.

**Phone (Cell) - \$4,700**

50.40% increase

Reflects addition of fourth employee to cover. Direct payment or reimbursement for Green, Martell, Hoffman and Dadiw.

**Phone (Office) - \$590**

18.00% increase

Based on current monthly spending for the office phone line.

**Rent - \$19,717**

7.53% increase

Reflects current monthly office lease and storage fees. (Storage fees increased by \$80 per month during the last fiscal year).

**Arbitration - \$10,000**

33.33% decrease.

One arbitration pending.

**Bargaining - \$2,750**

Unchanged

Anticipating at least some in-person meetings during 2023 negotiations. During the 2018-19 fiscal year, expenses assigned to the Bargaining budget included costs associated with travel and totalled \$2,685.69.

**Board Meetings - \$15,000**

Unchanged

Anticipating in-person meetings in 2023. During 2018-19 fiscal year, travel and meeting costs totalled \$19,132.19. (We have an existing hotel credit of \$1,992 for a future Board meeting in New York.)

**Charitable Donations - ~~\$1,000~~ \$6,000**

9.09% decrease

Budgeted amount for CWA charities (pediatric AIDS foundation, union-to-union fund) not used last year. Revised to \$6,000 by majority vote of the IAPE Board of Directors, December 19, 2022. Additional funding for contributions to peer union strike funds.

**Committees - \$500**

Unchanged

Maintaining budget category in the event in-person meetings resume. No Committees expenses during FY 2022.

**Communications - \$2,000**

8.11% increase.

Reflects current spending. Includes fees for G-Suite accounts, Zoom subscription, Squarespace website.

**Conventions - \$7,600**

Increase from \$1,500

2022 was a non-convention year, only Green attended the CWA Presidents' Council meeting in Washington. In 2023, TNG and CWA will hold conferences and the convention in St. Louis.

Budget anticipates three attendees, flights, hotel and travel expenses.

**Dues Refund - \$1,000**

100% increase.

Based on recent number of refunds issued.

**Elections - \$4,500**

12.50% increase.

Projected fees for contract ratification vote.

**Membership Service - \$4,800**

Same as FY 2021 and FY 2022

For travel costs for visits to Dow Jones locations.

**Miscellaneous - \$200**

50.00% decrease.

No anticipated expenses (ex: advertising for job vacancies).

**Mobilization - \$30,000**

20.00% increase

Annual database fees (\$6,600) and Squarespace email (\$288) included under this line item.

Also projecting expenses related to 2023 bargaining such as membership meetings (with food) and purchase/delivery of contract campaign materials (signs, stickers, t-shirts. etc.)

**Office Equipment - \$2,500**

66.67% increase.

Propose purchase of new laptop and office equipment (desk and/or chair) for Administrative Officer.

**Office Supplies - \$1,300**

Unchanged

Based on current spending.

**Organizing - \$5,000**

Unchanged

Budget for in-person visits, related events.

**Postage - \$150**

25.00% decrease

Based on current spending

**Service Charges - \$450**

12.50% increase.

Based on current bank fees.

**Training - \$2,000**

Unchanged

Maintaining budget category in the event in-person training resumes.

**End-Of-Year Surplus - \$41,107**

\$54,619.40 increase from last year