<table>
<thead>
<tr>
<th>Category</th>
<th>FY 2021-22 Budget</th>
<th>FY 2021-22 Projected</th>
<th>FY 2021-22 Variance</th>
<th>% Over/Under Budget</th>
<th>FY 2022-23 Budget</th>
<th>Budget % Increase/Decrease</th>
</tr>
</thead>
<tbody>
<tr>
<td>Annual Audit</td>
<td>$34,000.00</td>
<td>$16,500.00</td>
<td>$17,500.00</td>
<td>-51.47%</td>
<td>$17,500.00</td>
<td>-48.53%</td>
</tr>
<tr>
<td>Benefits</td>
<td>$41,280.00</td>
<td>$44,899.61</td>
<td>$(3,619.61)</td>
<td>8.77%</td>
<td>$46,024.00</td>
<td>11.49%</td>
</tr>
<tr>
<td>CWA Dues</td>
<td>$358,924.00</td>
<td>$380,499.26</td>
<td>$(21,575.26)</td>
<td>6.01%</td>
<td>$381,852.00</td>
<td>6.39%</td>
</tr>
<tr>
<td>Equipment Rental</td>
<td>$837.00</td>
<td>$558.00</td>
<td>$279.00</td>
<td>-33.33%</td>
<td>-</td>
<td>-100.00%</td>
</tr>
<tr>
<td>Insurance (Office)</td>
<td>$10,141.00</td>
<td>$11,771.10</td>
<td>$(1,630.10)</td>
<td>16.07%</td>
<td>$7,910.00</td>
<td>-22.00%</td>
</tr>
<tr>
<td>Legal</td>
<td>$50,000.00</td>
<td>$38,106.37</td>
<td>$11,893.63</td>
<td>-23.79%</td>
<td>$50,000.00</td>
<td>0.00%</td>
</tr>
<tr>
<td>Payroll (Staff)</td>
<td>$265,436.40</td>
<td>$284,929.10</td>
<td>$(19,492.70)</td>
<td>7.34%</td>
<td>$250,580.00</td>
<td>-5.60%</td>
</tr>
<tr>
<td>Payroll (Contract)</td>
<td>$42,500.00</td>
<td>-</td>
<td>$42,500.00</td>
<td>-100.00%</td>
<td>$40,000.00</td>
<td>-5.88%</td>
</tr>
<tr>
<td>Payroll Processing Fees</td>
<td>$4,443.00</td>
<td>$3,860.67</td>
<td>$582.33</td>
<td>-13.11%</td>
<td>$3,900.00</td>
<td>-12.22%</td>
</tr>
<tr>
<td>Phone (Cell)</td>
<td>$3,125.00</td>
<td>$3,567.87</td>
<td>$(442.87)</td>
<td>14.17%</td>
<td>$4,700.00</td>
<td>50.40%</td>
</tr>
<tr>
<td>Phone (Office)</td>
<td>$500.00</td>
<td>$585.32</td>
<td>$(85.32)</td>
<td>17.06%</td>
<td>$590.00</td>
<td>18.00%</td>
</tr>
<tr>
<td>Rent</td>
<td>$18,336.00</td>
<td>$18,911.94</td>
<td>$(575.94)</td>
<td>3.14%</td>
<td>$19,717.00</td>
<td>7.53%</td>
</tr>
<tr>
<td><strong>Fixed Expenses (Total)</strong></td>
<td>$829,522.40</td>
<td>$804,189.24</td>
<td>$25,333.16</td>
<td>-3.05%</td>
<td>$822,773.00</td>
<td>-0.81%</td>
</tr>
<tr>
<td>Arbitration</td>
<td>$15,000.00</td>
<td>-</td>
<td>$15,150.00</td>
<td>-101.00%</td>
<td>$10,000.00</td>
<td>-33.33%</td>
</tr>
<tr>
<td>Bargaining</td>
<td>$2,750.00</td>
<td>$587.58</td>
<td>$2,162.42</td>
<td>-78.63%</td>
<td>$2,750.00</td>
<td>0.00%</td>
</tr>
<tr>
<td>Board Meetings</td>
<td>$15,000.00</td>
<td>-</td>
<td>$15,000.00</td>
<td>-100.00%</td>
<td>$15,000.00</td>
<td>0.00%</td>
</tr>
<tr>
<td>Charitable Donations</td>
<td>$1,100.00</td>
<td>$155.06</td>
<td>$944.94</td>
<td>-85.90%</td>
<td>$6,000.00</td>
<td>445.45%</td>
</tr>
<tr>
<td>Committees</td>
<td>$500.00</td>
<td>-</td>
<td>$500.00</td>
<td>-100.00%</td>
<td>$500.00</td>
<td>0.00%</td>
</tr>
<tr>
<td>Communications</td>
<td>$1,850.00</td>
<td>$1,936.63</td>
<td>$(86.63)</td>
<td>4.68%</td>
<td>$2,000.00</td>
<td>8.11%</td>
</tr>
<tr>
<td>Conventions</td>
<td>$1,500.00</td>
<td>$2,268.74</td>
<td>$(768.74)</td>
<td>51.25%</td>
<td>$7,600.00</td>
<td>406.67%</td>
</tr>
<tr>
<td>Dues Refund</td>
<td>$500.00</td>
<td>$1,883.98</td>
<td>$(1,383.98)</td>
<td>276.80%</td>
<td>$1,000.00</td>
<td>100.00%</td>
</tr>
<tr>
<td>Elections</td>
<td>$4,000.00</td>
<td>$4,500.00</td>
<td>$(500.00)</td>
<td>12.50%</td>
<td>$4,500.00</td>
<td>12.50%</td>
</tr>
<tr>
<td>Membership Service</td>
<td>$4,800.00</td>
<td>-</td>
<td>$4,800.00</td>
<td>-100.00%</td>
<td>$4,800.00</td>
<td>0.00%</td>
</tr>
<tr>
<td>Miscellaneous</td>
<td>$400.00</td>
<td>$52.56</td>
<td>$347.44</td>
<td>-86.86%</td>
<td>$200.00</td>
<td>-50.00%</td>
</tr>
<tr>
<td>Mobilization</td>
<td>$25,000.00</td>
<td>$21,847.35</td>
<td>$3,152.65</td>
<td>-12.61%</td>
<td>$30,000.00</td>
<td>20.00%</td>
</tr>
<tr>
<td>Office Equipment (Purchase)</td>
<td>$1,500.00</td>
<td>-</td>
<td>$(49.99)</td>
<td>$1,549.99</td>
<td>$2,500.00</td>
<td>66.67%</td>
</tr>
<tr>
<td>Office Supplies</td>
<td>$1,300.00</td>
<td>$1,232.44</td>
<td>$67.56</td>
<td>-5.20%</td>
<td>$1,300.00</td>
<td>0.00%</td>
</tr>
<tr>
<td>Organizing</td>
<td>$5,000.00</td>
<td>-</td>
<td>$5,000.00</td>
<td>-100.00%</td>
<td>$5,000.00</td>
<td>0.00%</td>
</tr>
<tr>
<td>Postage</td>
<td>$200.00</td>
<td>$98.94</td>
<td>$101.06</td>
<td>-50.53%</td>
<td>$150.00</td>
<td>-25.00%</td>
</tr>
<tr>
<td>Service Charges</td>
<td>$400.00</td>
<td>$410.50</td>
<td>$(10.50)</td>
<td>2.63%</td>
<td>$450.00</td>
<td>12.50%</td>
</tr>
<tr>
<td>Training</td>
<td>$500.00</td>
<td>-</td>
<td>$500.00</td>
<td>-100.00%</td>
<td>$2,000.00</td>
<td>300.00%</td>
</tr>
<tr>
<td><strong>Variable Expenses (Total)</strong></td>
<td>$81,300.00</td>
<td>$34,773.79</td>
<td>$46,526.21</td>
<td>-57.23%</td>
<td>$95,750.00</td>
<td>17.77%</td>
</tr>
<tr>
<td><strong>Total Expenses</strong></td>
<td>$910,822.40</td>
<td>$838,963.03</td>
<td>$71,859.37</td>
<td>-7.89%</td>
<td>$918,523.00</td>
<td>0.85%</td>
</tr>
<tr>
<td><strong>Total (dues) Income</strong></td>
<td>$897,310.00</td>
<td>$951,248.16</td>
<td>$53,938.16</td>
<td>6.01%</td>
<td>$954,630.00</td>
<td>6.39%</td>
</tr>
<tr>
<td><strong>Total Income</strong></td>
<td>$897,310.00</td>
<td>$951,248.16</td>
<td>$53,938.16</td>
<td>6.01%</td>
<td>$954,630.00</td>
<td>6.39%</td>
</tr>
<tr>
<td><strong>Operating Balance/Surplus</strong></td>
<td>$(13,512.40)</td>
<td>$112,285.13</td>
<td>$125,797.53</td>
<td>-37.07%</td>
<td>$36,107.00</td>
<td>36.07%</td>
</tr>
</tbody>
</table>
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 - $4,000 $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