

**Report of the
2026 Finance Committee
to the Biennial Presidents' Meeting**

CWA

**Communications Workers of America
Washington, D.C.
June 1, 2026**

Dear Sisters and Brothers:

The Finance Committee convened in Washington, D.C., from April 27 through May 1, 2026, to review the 2025–2026 fiscal year expenses and update the CWA operating budget for fiscal year 2026–2027. During the course of the meetings, the Committee met with CWA leadership, staff, and consultants to review the Union’s financial operations, organizational initiatives, and strategic priorities.

On April 28, 2026, the Finance Committee met with Secretary-Treasurer Ameenah Salaam and Assistant to the Secretary-Treasurer Anetra Session. The Committee was provided with all requested documentation necessary to review the Union’s financial operations for the preceding fiscal year and to prepare recommendations for distribution during the President’s Meeting.

Later that day, the Committee met with President Claude Cummings Jr. and Assistant to the President and Senior Director of Organizing Tom Smith. President Cummings outlined the organization’s strategic priorities and future direction, emphasizing the importance of electing candidates who support working families and continuing both internal and external organizing efforts. He also reaffirmed the importance of maintaining a balanced budget through collaboration with the Secretary-Treasurer’s Office.

On April 29, 2026, John Marco of Segal Marco Advisors met with the Committee to discuss the impact of global market conditions and current economic volatility. He provided asset projections for four separate scenarios related to the Members’ Relief Fund (MRF) and presented an analysis of investment performance.

Director of Organizing Tim Dubnau also met with the Committee to provide updates regarding ongoing organizing campaigns, decertification matters, and future organizing initiatives.

The Organizing Department reported continued success in membership growth efforts. To date, more than 29,408 workers have joined CWA through 426 separate campaigns across every district and sector of the Union. Significant organizing achievements include nearly 4,000 video game workers organized at Microsoft, along with more than 500 game workers who launched a new direct-join union that continues to expand. Additional growth has occurred among healthcare workers, research assistants, public sector employees, United Campus Workers, the Guild, Flight Attendants, New Flyer employees, and AT&T Mobility employees within the IHX title classification.

The Committee recognizes that difficult decisions were required regarding funding allocations for 75-25 organizing campaigns nationwide. These decisions were made to ensure that resources continue to support strategic campaigns with demonstrated success and long-term growth potential. The Committee appreciates the continued commitment of CWA leadership to investing significant resources into organizing as a critical strategy for strengthening the Union.

In addition, Assistant to the Secretary-Treasurer Anetra Session and Executive Office Manager Kelly Aiken conducted a tour of the 11th floor and the C1 Headquarters facility in Washington, D.C. The Committee observed that substantial space remains available within the C1 facility for Headquarters staff operations.

The building construction project continues to progress on schedule. Demolition work is currently underway on floors two through ten. Remodeling of the C1 facility and the 11th floor has been completed. Headquarters has finalized the Data Item Description (DID) phase and is now entering the Construction Documents (CD) phase. Despite government-related closing and delays, the Committee anticipates occupancy by tenants by fall 2027.

Also on April 29, 2026, AFA-CWA Secretary-Treasurer Dante Harris met with the Committee to discuss the current operational climate within AFA-CWA. On the following day, the Committee toured the newly acquired AFA-CWA facilities and met with staff members present.

On April 30, 2026, the Committee met with CWA Finance and Membership Dues Administrator Susan Sumara, who addressed questions regarding the MOR report and provided clarification concerning implementation of the new convention per capita dues-related programming.

The Committee also met with Dan Reynolds from the Research Department, who presented an updated report on artificial intelligence initiatives, as well as updates regarding SIF and GF headcounts and related research activities.

Additionally, Director of Finance Beth Yeckley and Finance Membership Administrator Eoin Fitzgerald provided supplemental documentation requested by the Committee to assist in the preparation of this report.

Prior to the 2025 Convention, the Finance Committee met with both the Executive Board and the Budget Committee. The Committee is encouraged that several previously identified

concerns and recommendations are being addressed, particularly regarding budgeting practices, staffing, and the dues structure for newly organized members.

On July 7, 2025, the U.S. Department of Labor notified CWA that it would initiate an International Compliance Audit Program (I-CAP) audit of the International Union for fiscal year 2024–2025. The I-CAP program is designed to audit the complex operational structures of national and international unions. The Secretary-Treasurer’s Office has retained specialized legal counsel to assist with the audit process and continues to fully cooperate with the Office of Labor-Management Standards (OLMS) audit team.

All supporting documentation requested by the Finance Committee was made available for review, including the Consolidated Financial Statements for the periods ending May 31, 2024, and May 31, 2025, prepared by the certified public accounting firm Calibre CPA Group. The audits were conducted in accordance with generally accepted accounting principles. In the opinion of the auditors, the financial statements represent in all material respects, the financial position of the Communications Workers of America, AFL-CIO and CLC as of May 31, 2024, and May 31, 2025.

The Finance Committee conducted a detailed review of expenses incurred during fiscal year 2025–2026. The Committee acknowledges the efforts of the Districts, Sectors, and Divisions that remained within their administrative budgets during this period. Based on financial data reviewed through April 30, 2026, most Districts, Sectors, Divisions, and Headquarters departments are projected to conclude the fiscal year under budget. The Secretary-Treasurer advised that the new online budget/expense reporting system will be rolled out to the Executive Board and staff in June 2026. This new reporting will allow an electronic view of expenses monthly, downloading of data and tailored reports.

Consistent with the Finance Committee report presented during the 80th CWA Convention, Secretary-Treasurer Ameenah Salaam has continued making monthly payments toward the principal balance of the Members’ Relief Fund loan agreement. Since May 2024, a total of \$1,014,736.42 has been paid toward the principal. The remaining balance of the Members’ Relief Fund loan is scheduled to mature in December 2026.

Since the 2025 Convention, the Secretary-Treasurer’s Office has implemented several cost-saving initiatives and significantly expanded transparency and communication throughout the Union regarding our Union’s finances. Key initiatives include:

- Providing each District and Sector with monthly Schedule 5 reports
- Providing each Vice President with monthly Passenger Services expense reports

- Providing Vice Presidents and Sectors with monthly reports identifying Locals delinquent in dues payments
- Issuing monthly “S-T Talk” communications to all Locals
- Hosting quarterly Dues Specialist calls
- Hosting quarterly S-T Town Hall calls for Local Secretary-Treasurers
- Conducting monthly training sessions on Aptify, dues processing, grievance management modules, and Microsoft systems for staff and Locals
- Holding weekly calls regarding Aptify updates, changes, and support tickets
- Renegotiating vendor copier contracts to reduce operational costs
- Presenting cost-cutting recommendations to the Executive Board aimed at ensuring the long-term financial stability of CWA

The Finance Committee reminds all Districts and Sectors that exceed discretionary fund budgets at the conclusion of fiscal year 2025–2026 that they will be required to reduce staff expenses and administrative operations by an equivalent amount during fiscal year 2026–2027 upon acceptance of this report by the Convention delegates.

Recommendations of the Finance Committee

The Finance Committee recommends the following actions:

1. Adoption of the 2026–2027 operating budget during the 2026 Biennial President’s Meeting. The proposed budget represents a maximum spending framework and may require adjustments due to changing circumstances. The Committee encourages all CWA leadership, Districts, and Sectors to operate within approved budget parameters.
2. That the Executive Board continues to review and evaluate all active organizing campaigns, including SIF and Growth Fund projects, to assess effectiveness, duration, growth potential, and long-term financial stability for the Union.
3. That an annual review be provided to both the Executive Board and the Finance Committee tracking the transition of newly organized units into full dues-paying membership, recognizing that the Union’s long-term financial stability depends upon sustained membership growth.
4. That all Locals actively participate in CWA’s legislative and political programs, with an emphasis on supporting candidates who have demonstrated a strong commitment to organized labor and working families.

The 2026 Finance Committee extends its appreciation to President Claude Cummings Jr., Secretary-Treasurer Ameenah Salaam, Assistant to the Secretary-Treasurer Anetra Session, and Executive Assistant to the Secretary-Treasurer Kelly Cline for their assistance,

cooperation, and dedication in supporting the Committee's review and preparation of this report.

In Solidarity,

Frank Tallarine, Secretary-Treasurer, CWA Local 1106

Christine Shaw, Secretary-Treasurer, CWA Local 4100

Candance Reiley, President, IUE-CWA Local 84802

Kristy Pham, Secretary-Treasurer, CWA Local 9510

**Communications Workers of America - Operating Budget
2026 - 2027**

		<u>Proposed</u> <u>2026 - 2027</u>	<u>Approved</u> <u>2025 - 2026</u>
<u>Income</u>			
	Dues - Members and Agency Fee Payers	\$ 85,535,697	\$ 84,488,368
	HQ Building	\$ -	\$ -
	Other Income	2,980,000	\$ 2,230,000
	Total Income	\$ 88,515,697	\$ 86,718,368
<u>Expenses</u>			
<u>National Programs</u>			
129	Organizing Fund	4,647,828	4,631,280
133	Community Action	27,500	27,500
131	Legal Admin Unit Litigation & Misc.	554,755	554,755
132	Convention	465,000	465,000
134	Committees, Conf, Human Rights & Board Mtgs	350,000	350,000
138	Taxes	325,000	325,000
139	Affiliation Dues - AFL-CIO & Other	100,000	100,000
140	Contingency	441,710	560,262
143	Information Systems	2,050,000	2,050,000
145	Communications (CWA News & PR)	710,747	710,747
146	Professional Services	545,000	545,000
148	Education	127,500	127,500
161	Retiree Benefits (Health Care, Insurance)	7,115,000	7,115,000
162	Insurance - Other (Workers Comp., etc)	880,000	880,000
164	Staff Moves	10,000	10,000
166	CWANET Training	75,000	75,000
150	Internal Loan Repayment	<u>1,200,000</u>	<u>1,200,000</u>
	Total General Budget	19,625,040	19,727,044
<u>Administrative Units</u>			
A1	Salaries - Officer & Non-Bargained Employees	18,394,005	16,892,806
A2	Salaries - Bargained Employees	21,260,505	21,248,164
A3	Employee Benefits (Non-Pension)	10,712,226	10,303,462
A4	Employee Taxes	3,610,417	3,472,648
A5	Employee Pension	3,372,367	3,243,682
B1	Office Occupancy	3,840,465	3,840,465
B2	Staff Expenses	2,919,083	2,877,683
B3	Administrative Operations	4,432,832	4,486,096
B4	Legal	<u>3,721,125</u>	<u>3,870,000</u>
	Total Administrative Units	\$ 72,263,024	\$ \$ 70,235,006
<u>Non-Operating Expenses</u>			
C1	Building Costs - i.e. Taxes (1.2M), Operating Costs	3,497,210	3,933,751
C2	Building Build Out for CWA	-	2,200,000
C3	GSA Loan Payment - Interest Only	<u>2,300,000</u>	<u>2,300,000</u>
	Total Non-Operating Expenses	\$ 5,797,210	\$ 8,433,751
	Total Budgeted Expenses	\$ 97,685,274	\$ 98,395,801
	Total Income	\$ 88,515,697	\$ 86,718,368
	Funds taken from Reserves to fund the Pension	\$ 3,372,367	\$ 3,243,682
	Non-Operating Expense Reimbursement from Reserves	\$ 5,797,210	\$ 8,433,751
	(Reimbursed with the GSA building lease)		
	Surplus/(Deficit)	\$ 0.00	\$ 0

*Organizing across all Districts/Sector/Admin units is 4,203,741.75

**Administrative Units Budget
2026 - 2027**

District & National Units	A-1		A-2		A-3		A-4		A-5		B-1		B-2		B-3		B-4		Total Admin Unit Expenses
	Salaries: Officers & Non-Bargained	Salaries: Bargained	Emp Benefits: 27%	Emp Taxes: 9.1%	Emp. Pension: 8.5%	Total Personnel Expenses	Office Occupancy	Staff Expenses	Administrative Operations	Legal	Total Office Admin. Expenses								
District 1	1,433,216.82	2,665,115.27	1,106,549.67	372,948.22	348,358.23	5,926,188.21	1,155,253.55	305,475.00	614,325.00	1,600,000.00	3,675,054	9,601,242							
District 2-13	958,410.79	1,118,851.65	560,860.86	189,030.88	176,567.31	3,003,721.48	322,892.05	151,395.00	135,434.66	251,125.23	860,847	3,864,568							
District 3	1,116,679.50	2,026,629.10	848,693.32	286,041.08	267,181.23	4,545,224.22	152,266.71	229,215.00	269,674.63	200,000.00	851,156	5,396,381							
District 4	958,410.79	1,463,472.97	653,908.61	220,391.42	205,860.12	3,502,043.91	292,114.11	178,635.00	174,030.00	25,000.00	669,779	4,171,823							
District 6	1,116,679.50	1,670,749.06	752,605.71	253,656.00	236,931.43	4,030,621.69	464,441.09	201,195.00	197,955.00	400,000.00	1,263,591	5,294,213							
District 7	783,684.03	1,256,196.88	550,767.85	185,629.16	173,389.88	2,949,667.80	92,728.05	146,715.00	156,295.00	220,000.00	615,738	3,565,406							
District 9	941,952.74	1,319,813.15	610,676.79	205,820.70	192,250.10	3,270,513.48	255,162.59	174,735.00	307,084.30	170,000.00	906,982	4,177,495							
IUE-CWA	1,278,113.90	2,283,442.37	961,620.19	324,101.62	302,732.28	5,150,010.36	51,371.28	333,090.00	212,350.11	80,000.00	676,811	5,826,822							
TNG-CWA	625,415.33	731,299.49	366,313.00	123,461.05	115,320.76	1,961,809.62	162,533.00	137,138.00	179,302.09	210,000.00	688,973	2,650,783							
NABET-CWA	381,250.99	693,040.75	290,058.77	97,760.55	91,314.80	1,553,425.86	-	109,665.00	243,492.99	65,000.00	418,158	1,971,584							
T&T	467,146.62	348,419.43	220,202.83	74,216.51	69,323.11	1,179,308.51	-	58,275.00	239,905.00	-	298,180	1,477,489							
Public Wkrs	467,146.62	-	126,129.59	42,510.34	39,707.46	675,494.01	-	40,920.00	81,569.00	-	122,489	797,983							
Total	10,528,107.61	15,577,030.11	7,048,387.19	2,375,567.53	2,218,936.71	37,748,029.15	2,948,762.44	2,066,453.00	2,811,417.78	3,221,125.23	11,047,758.45	48,795,787.60							
Vacancies	195,206.03	1,801,126.13	539,009.68	181,666.23	169,688.23	2,886,696.30	-	116,527.50	-	-	116,528	3,003,224							
Headquarters	7,670,690.89	3,882,348.59	3,124,828.66	1,053,182.99	983,742.36	16,714,793.50	891,702.88	736,102.50	1,621,414.00	500,000.00	3,749,219	20,464,013							
Grand Total	18,394,004.54	21,260,504.83	10,712,225.53	3,610,416.75	3,372,367.30	57,349,518.95	3,840,465.32	2,919,083.00	4,432,831.78	3,721,125.23	14,913,505.33	72,263,024.28							

**Fiscal Year Dues Income and Expense Report
June 1, 2024- May 31, 2025**

	<u>District 1</u>	<u>District 2-13</u>	<u>District 3</u>	<u>District 4</u>	<u>District 6</u>	<u>District 7</u>	<u>District 9</u>	<u>NABET & TNG</u>	<u>IUE</u>	<u>National Units & HQ</u>	<u>AFA*</u>	<u>Total</u>
Dues Payers	90,148	19,551	40,557	16,249	29,544	17,168	32,495	23,881	37,524		52,013	359,130
Dues Income	\$ 28,246,737	\$ 5,493,103	\$ 8,209,833	\$ 4,372,060	\$ 5,939,095	\$ 3,803,782	\$ 10,803,562	\$ 5,846,699	\$ 8,930,115	-	\$27,665,550	\$109,310,536
Other Income										\$ 4,376,862	\$ 1,636	\$ 4,378,498
	<u>District 1</u>	<u>District 2-13</u>	<u>District 3</u>	<u>District 4</u>	<u>District 6</u>	<u>District 7</u>	<u>District 9</u>	<u>NABET & TNG</u>	<u>IUE</u>	<u>National Units & HQ</u>	<u>AFA*</u>	<u>Total</u>
Expenses	\$ 10,065,911	\$ 3,425,739	\$ 4,779,825	\$ 3,886,446	\$ 4,863,880	\$ 3,749,639	\$ 3,426,874	\$ 3,630,102	\$ 4,982,416	\$35,079,274	\$27,748,714	\$105,648,820

* AFA's income and expenses are excluded from the International's budget but they are included in the Consolidated Financial Statements

Explanation of National Programs – Exhibit A

Organizing (129)

We must continue our internal and external organizing efforts in order for CWA to remain an effective organization. The salaries of permanent Organizing Coordinators are included in Line item A1 of their Administrative unit. All organizer expenses are charged to the Organizing account.

Community Action (133)

This allocation allows CWA to respond to a small percentage of the meaningful requests we receive from community and civic organizations, programs and activities dedicated to the welfare of all citizens.

CWA upholds membership and serves on executive boards of a number of organizations. Fees associated with these activities are included in this budget allocation.

Legal Administration Unit Litigation and Miscellaneous (131)

Our legal costs continue to be a significant part of our budget. A portion of these expenses are budgeted to the Administrative unit section. This allocation is for the remainder of our legal expenses.

Convention (132)

This allocation includes funding for the biennial convention, including auditorium and meeting room rental and setup, printing of verbatim reports and other convention materials, postage, wages, and expenses of convention committees.

Committees, Conferences & Executive Board Meetings (134)

Permissible expenses are associated with meetings of the Union's Executive Board including travel expenses of Executive Board members and others required to be in attendance. If required, the cost of the meeting room is also included. The budget allocation further includes a provision for committee meetings and conference expenses. Expenses for the Minority Leadership Institute in the amount of \$40,000 have been moved out of the Education Budget line into this line. The allocation does not cover expenses of these attendees for committee meetings and conference expenses unless authorized by the President of the Union.

Taxes (138)

This allocation covers non-related payroll taxes, such as the costs of District building and personal property taxes.

Affiliation Dues (139)

This allocation is for affiliation dues paid to organizations such as the AFL-CIO Departments, Union Network International, IAPTA, International Metal Workers, International Federation of Journalists, and others.

Contingency (140)

The purpose of this account is to provide for unexpected and unknown costs or those expenses that cannot be budgeted to appropriate accounts at the time the budget is prepared.

Information Systems (143)

This budget item reflects the costs of office automation, internal communication networks, training, and updating of equipment in the Headquarters and District offices.

Communications (145)

This account includes the funding of the CWA News, which is mandated by Article XXVI of the CWA Constitution. The allocation includes the cost of printing and postage and is also used for the Union's publicity and public relations program which brings the story of the Communications Workers of America to the public through the mass media of radio, TV, newspaper, and social media. It will also pay for ongoing recurring expenses related to our digital media operations, such as hosting fees for our online communications systems, Salsa email, advocacy, Mobile Commons text messaging, and the purchase and renewal of domain names.

Professional Services (146)

This budget item allocation reflects expenses for audit fees and miscellaneous professional services such as accountants, actuaries, and consultants, including those hired to support bargaining and contract negotiations.

International (147)

CWA is involved in the free world trade union movement. This budget allocation funds activities with our labor colleagues from a number of countries.

Education (148)

This budget account allocation is for the expense of week-long leadership conferences and the development and delivery of training programs.

Retiree Benefits (161A)

The allocation to this account is for the general insurance policies of the Union, which

include group healthcare, pharmaceutical, vision, dental, and life insurance for retirees. Employee healthcare expenses are reflected in the Administrative Unit budgets – Line A3.

Insurance – Other (161B)

The allocation to this account is for insurance coverage other than employee healthcare and automobiles.

Staff Moves (164)

This allocation is for the costs associated with relocating Staff.

Apprenticeship & Training (166)

This budget allocation is for existing apprenticeship, training activities and new programs which may be implemented in this budget year.

Internal Loan Repayment (150)

Interest expense related to any loans taken by the general fund.

Total National Programs - Total of Budget accounts 129 through 166.

Total Administrative Units - Total of A1 through B4.

Total Budgeted Expenses - Total of National Programs and Administrative Units.

Explanation Of Administrative Unit Budget – Exhibit B

Budget Line A1-A5 & B1-B4 Formula Applications

To determine certain allocations, the Budget is based on March 2019 per capita counts.

A1 Salaries – Officers and Staff

Reflects annual salary cost for administrative unit officers, staff, and professional employees. The following chart indicates the officer’s salaries:

POSITION	SALARY
CWA PRESIDENT	\$258,417
CWA SECRETARY-TREASURER	\$231,395
DISTRICT VICE PRESIDENTS, TNG-CWA SECTOR PRESIDENT, NABET-CWA SECTOR PRESIDENT, IUE-CWA DIVISION PRESIDENT, T&T VICE PRESIDENT, AND PUBLIC WORKERS VICE PRESIDENT	\$201,793
AFA-CWA SECTOR PRESIDENT	\$231,259

A2 Salaries Full Time and Other

Reflects annual salary cost for administrative unit full-time clerical employees and supervisors.

A3/A5 Employee Benefits

This allocation reflects 30% of administrative unit salaries for employee medical, dental, vision, life insurance, and 401(k) match, plus sufficient funds to meet the pension plan fund commitment.

A4 Employee Taxes

Each administrative unit is allocated 9.1% of administrative unit salaries for employee tax expense.

B1 Office Occupancy

Each administrative unit allocation includes known increases that could be determined. Figures include projected common area maintenance and rent increases projected at 2% for the 2018-2019 budget year.

B2 Staff Expenses

Reflects funds allocated for Staff travel, auto, and communication expenses.

B3 Administrative Operations

This line includes expenses for the following items: part-time salaries and expenses, supplies and printing, postage and freight, rental and maintenance of equipment, contract services, electronic communications, and any other operating expenses.

B4 Legal

This includes each administrative unit's allocation for expenses such as retained counsel, arbitration, charges, and litigation.