

**REPORT OF THE  
FINANCE COMMITTEE  
TO THE  
69<sup>th</sup> ANNUAL CONVENTION**

**COMMUNICATIONS WORKERS OF AMERICA  
July 16–17, 2007  
Toronto, Canada**

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**NOTICE!**

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**NOTICE!**

The Committee urges that questions, comments or recommendations be written and forwarded to the Chairperson of the Finance Committee prior to the Committee's meeting in Toronto, Canada.

Address communications to:

**Corky Cammarata, Chair  
c/o CWA/ Barbara Easterling, Secy-Treas.  
501 Third Street, N. W.  
Washington, DC 20001**

The Committee will also be available to meet with you prior to the start of the Convention on Saturday, July 14, from 2:00 p.m. until 6: 00 p.m. and Sunday, July 15, from 9:00 a.m. until 1:00 p.m. at the Sheraton Hotel, Toronto, Ontario, Canada.

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May, 2007

Dear Sisters and Brothers:

Your Finance Committee met in Washington, D. C., on May 23, 24, and 25, 2007 to review and recommend the 2007-2008 budget. The Committee reviewed the Strategic Planning and Budget Committee Report adopted by the Executive Board, along with other supporting documentation.

Every requested book, record, or report of the Union was made available to us. The Committee reviewed the audit report prepared for the fiscal year ending May 31, 2006 by the certified public accounting firm of Calibre CPA Group. The Auditors conducted their examinations in accordance with generally accepted accounting standards. In the Accountants' opinion, the financial statements reviewed fairly represent, in all material respects, the financial position of the Communications Workers of America as of May 31, 2006.

Past convention actions direct Finance Committees to review the expenditures of each administrative unit and require any unit (s) overspent at the end of the previous budget year to give a detailed explanation to the Committee. This year's Committee concurred with the 1998 Committee guideline recommendation not to ask for written explanations from any administrative head that was 1% or less over spent. Therefore, your Committee directed those administrative heads who exceeded their 2005-2006 budgets by more than 1% to provide a detailed written explanation documenting the reasons why they exceeded their budget. When received and reviewed, the Committee, as empowered by convention action, may recommend that these administrative heads make an accounting to the convention.

Financial stability requires a continuing effort on CWA's part to organize both internally and externally. Fiscal responsibility must become daily practice. The Committee recognizes the burden that National and Local leadership face exercising cost containment while providing necessary service to our membership.

This Finance Committee is recommending the 2007-2008 budget as one showing appropriate fiscal restraint, with a continuing high level of representation and organizing commitment. The Committee applauds the work and efforts of this year's Strategic Planning and Budget Committee and wishes to compliment all administrative units that managed to stay within the confines of last year's budget recommendations.

The 2007-2008 Finance Committee extends our thanks, on behalf of the membership, to President Larry Cohen, Secretary-Treasurer Barbara Easterling, Executive Vice President Jeffrey Rechenbach, Eileen Brackens and associated CWA staff for their time, expertise and effort in aiding us in the development and preparation of this year's report.

This budget report was compiled through examination of line item requests for 2007-2008, through interviews with department personnel and review of the demands and needs of all line items. The Committee wishes to thank all the leaders and staff in all Districts, National Units and Headquarters of our great union for their efforts in achieving the 2007-2008 budget. We as a committee therefore respectfully request and urge delegate approval.

In Solidarity,

Corky Cammarata, Chair, President, CWA Local 7400  
Mike Bennard, President, CWA Local 3806  
Giovanni Gomez, President, IUE-CWA Local 81475  
Nancy Hall, Secretary, CWA Local 6215

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**REPORT OF THE  
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69<sup>h</sup> ANNUAL CONVENTION  
COMMUNICATIONS WORKERS OF AMERICA**

**EXPLANATION OF CWA FUNDS**

There are six Funds, all of which were examined and reported on by the Auditors except the Strategic Industry Fund which was established by the 2006 Convention. The funds are:

1. General Fund
2. Defense Fund
3. Members' Relief Fund
4. Strategic Industry Fund
5. Building Fund
6. Pension Fund

**GENERAL FUND**

The General Fund provides for the ongoing operation of the Union. As of May 31, 2006 the General Fund had total assets of \$78,860,432 and unrestricted net assets of \$42,699,544.

The General Fund is the Fund from which the international operates. All the income money which comes to CWA is handled through the General Fund. The status of this Fund is reported monthly to the Executive Board and quarterly statements are provided to Local Presidents.

The General Fund contains what the Auditors have identified as "Unallocated Receipts." Dues money received by CWA is labeled in this manner until the Secretary-Treasurer's Office can channel or allocate it. As an example: a dues check from an employer is received in the Secretary-Treasurer's office; it is immediately deposited in the General Fund as unallocated money. Upon processing the report that comes with the employer's check, checks are issued for the amount due the Locals. Also, at this time, we transfer the proper amount to the Defense Fund and Members' Relief Fund or the Strategic Industry Fund. The International's portion remains in the General Fund, available for use by the International. The Local amount is returned to the Locals.

### **DEFENSE FUND**

The Defense Fund was established by the 1952 Convention and began to operate in September of 1952. It has specific rules, adopted by the Convention, which outline the ways it can be used.

Income to the Defense Fund is derived from membership dues and equivalent payers in the amount of \$.50 each month. Income is deposited in the Defense Fund account as dues reports are processed.

The Defense Fund is administered within the Defense Fund Rules established by Convention action.

The unrestricted net assets of the Fund as of May 31, 2006 were \$8,387,586.

### **MEMBERS' RELIEF FUND**

The Members' Relief Fund (MRF) was established by 1990 Convention action. The purpose of the fund is relief of strikers, locked out members, victims of collective bargaining strategies and other approved mobilization actions. The unrestricted net assets of the fund as of May 31, 2006 were \$377,006,054.

Income to the Members' Relief Fund is derived from membership dues and equivalent payers in an amount equal to (1/4 hour) .15% per month of minimum dues of those eligible to strike. Income is deposited in the Members' Relief Fund account as dues reports are processed. Income & Expenditures from the Fund are reviewed by the Defense Fund Oversight Committee according to the rules established by Convention action.

Effective September 1, 2006 all MRF contributions are credited to the Strategic Industry Fund unless the MRF fund balance falls below the 2006 Convention established MRF floor. The MRF floor is \$376,714,280. If the MRF fund falls below the established floor all contributions will revert back to the MRF until it reaches the established floor.

### **STRATEGIC INDUSTRY FUND**

The Strategic Industry Fund (SIF) was established by 2006 convention action to finance major large scale campaigns to increase our bargaining power.

The SIF is a restricted Fund, requiring a majority vote of the Executive Board before expenditures are made. The unrestricted net assets of the fund as of April 30, 2007 are **\$15,089,976**.

### **BUILDING FUND**

By Executive Board action in January 2006, the Building Fund was established for the purpose of recording the assets, liabilities, expenses and income associated with the headquarters building property. As of May 31, 2006, the total assets of the fund were \$43,041,581 and the unrestricted net assets of the Building Fund were \$421,602.

### **CWA PLAN FOR EMPLOYEES PENSIONS AND DEATH BENEFITS FUND** **PENSION FUND**

This Fund provides for CWA employees' retirement benefits. A periodic actuarial review is made of the CWA Pension and Death Benefit Trust Fund, and our contribution is adjusted to meet our obligations. No contributions are necessary in this budget year.

The CWA Pension Fund was established in 1951 as a separate trust. It is a defined benefit pension plan covering substantial all employees other than PPMWS employees. On January 1, 2006 the IUE Pension Plan was merged with the CWA Plan for Employees Pensions and Death Benefits.

On April 1, 2006, the latest period for which actuarial data is available, the fair value of the Plan assets were \$301,306,357, the actuarial present value of accumulated benefit obligation was \$ 280,338,258, having net assets over Plan benefits on April 1, 2006 of \$20,968,098.

### **FINANCIAL STATE OF THE UNION**

This Committee realizes that with ever increasing financial burdens and causes needing the Union's attention, and an uncertain economy, we must continue to be ever vigilant of cost overruns. This year, we urge each administrative unit to operate within their authorized budget.

### **SALARIES - ELECTED OFFICIALS**

Each year, it is the Committee's responsibility to recommend salary changes for our elected officials. The Committee recommends that salaries be increased up to but not greater than the percentage increase granted to the Administrative Staff, effective July 1, 2007.



## COMPLEMENT

The Committee has funded only those Staff positions that are now filled or have received approval to be filled at the time of this report. Requests to fill all positions must be made to the Strategic Planning and Budget Committee (SPBC) and authorized by the Executive Board.

For the 2007/2008 budget year we recommend the adoption of the following new program to provide financial assistance to an administrative unit when an employee leaves the payroll:

- a. All staff expenses allocated to the administrative budget line shall continue for the full fiscal year;
- b. \$35,000 will be allocated to the administrative unit in subsequent budget years until:
  - i. A new staff person is added to the Administrative unit; or
  - ii. This allocation should be reviewed if there is significant reduction in membership. The current membership development report is the base.

## THE 2007 – 2008 BUDGET

The Committee reviewed and considered the Report of the Strategic Planning and Budget Committee as adopted by the Executive Board of the Union. After thorough and detailed deliberations, this Committee recommends the following budget for the 2007-2008 budget year.

In calculating the projected income, the Committee built this budget based on an estimate of what our revenue will be in June 2007. After adjusting gross income for agency fee rebates and other reductions including anticipated membership losses related to employer downsizing/layoff, **\$110,347,640** was available for budgeting. AFA administrative unit dues income and Expense are included in this budget.

As in the past, we recommend the Executive Board use this budget as a positive guide and make every effort to operate within the income of the Union during the period represented by this budget.

Our proposed budget follows as Exhibit A (Administrative Units Budget) and Exhibit B (National Programs).

To better reflect each administrative units true cost some expenses that previously were reported in the National Programs section of the budget have been moved to the Administrative Unit section of the budget. These expenses are employee benefits, employee taxes, staff car expenses, and a portion of legal expenses.

A line-by-line explanation of each item in the budget may be found on pages 7 - 11.

## Administrative Units Budget

2007 - 2008

DIST & NAT'L UNITS	DIST 1	DIST 2	DIST 3	DIST 4	DIST 6	DIST 7	DIST 9	DIST 13	COM & PUBLIC				IUE	TNG	NABET	AFA	TOTAL	HDGTRS.	GRAND TOTAL
									TECH.	WRKRS	TELECOM	PPMW							
<b>A. Personnel Expenses</b>																			
1. Salaries - O & S	3,251,725	1,062,210	2,344,518	1,418,154	1,872,907	1,834,093	1,431,876	780,549	399,170	358,185	253,111	972,451	4,178,304	1,241,135	597,329	3,275,921	25,271,638	3,800,387	29,072,025
2. Salaries - Ft-Other	946,466	291,199	792,463	522,983	616,379	573,522	662,232	242,671	173,983	79,912	57,016	151,088	481,227	222,897	158,460	1,362,038	7,334,536	5,248,141	12,582,677
3. Employee Benefits - 18.08%	878,843	262,969	599,769	385,934	464,904	466,550	393,697	200,735	184,373	78,940	55,881	317,795	839,595	263,802	136,185	936,867	6,466,840	1,685,645	8,152,484
4. Employee Inves - 8.377%	<u>351,682</u>	<u>113,379</u>	<u>262,795</u>	<u>162,615</u>	<u>208,535</u>	<u>201,694</u>	<u>175,430</u>	<u>85,718</u>	<u>48,015</u>	<u>36,701</u>	<u>25,990</u>	<u>94,122</u>	<u>390,344</u>	<u>122,647</u>	<u>63,315</u>	<u>388,537</u>	<u>2,731,510</u>	<u>758,024</u>	<u>3,489,534</u>
Sub Total	5,428,716	1,729,757	3,999,545	2,489,686	3,162,725	3,075,859	2,663,235	1,309,674	805,541	553,738	391,889	1,535,456	5,889,470	1,850,481	955,289	5,963,363	41,804,524	11,492,197	53,296,719
<b>B. Admn Unit Expenses</b>																			
1. Full-time Travel	539,700	169,620	385,500	231,300	308,400	308,400	231,300	123,360	61,680	66,724	46,344	193,619	825,420	261,119	123,946	570,540	4,446,972	694,700	5,141,672
2. Part-Time Sal. & Exp.	305,453	55,866	121,211	138,020	122,422	103,237	129,420	42,801	72,000	0	0	25,920	92,000	60,480	154,221	126,336	1,549,387	26,460	1,575,847
3. Office Operations	575,369	84,009	217,330	226,525	178,552	187,269	183,281	80,714	22,171	13,133	9,553	59,687	240,652	187,745	40,369	300,000	2,606,358	1,806,741	4,413,099
4. Rent Office Occ.	990,846	346,791	211,610	313,273	429,904	155,325	607,244	177,092	104,000	28,100	24,300	68,100	163,387	94,000	72,393	397,000	4,183,365	2,701,705	6,885,070
5. External Legal	1,535,000	52,000	260,000	75,000	431,000	140,000	155,000	150,000	54,500	-	-	102,000	70,000	310,000	202,000	200,000	3,736,500	836,635	4,573,135
6. All Other	<u>176,565</u>	<u>31,336</u>	<u>67,594</u>	<u>77,981</u>	<u>68,136</u>	<u>58,761</u>	<u>76,030</u>	<u>23,955</u>	<u>3,645</u>	<u>9,113</u>	<u>3,645</u>	<u>9,784</u>	<u>70,365</u>	<u>31,948</u>	<u>17,325</u>	<u>64,538</u>	<u>790,721</u>	<u>92,941</u>	<u>883,662</u>
Sub Total	4,122,933	739,621	1,263,245	1,062,099	1,538,414	952,992	1,382,275	597,922	317,996	117,069	83,843	459,109	1,461,824	945,292	610,254	1,658,414	17,313,302	6,159,182	23,472,483
Total Admn. Unit Expense	9,551,649	2,469,379	5,262,791	3,551,785	4,701,140	4,028,851	4,045,511	1,907,596	1,123,536	670,807	475,831	1,994,566	7,351,293	2,795,773	1,565,542	7,621,776	59,117,826	17,651,379	76,769,203

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**National Programs  
2007 - 2008**

			Administrative Unit Cost - Ex. A	Total
029	Organizing Fund	5,100,000		
030	Citizenship Fund & Other Affiliations	200,000		
031	Legal Admin Unit Litigation & Miscellaneous	609,830	4,573,135	5,182,965
032	Convention (Incl. Com.)	920,000		
034	Committees, Conferences & Ex Board Meetings	400,000		
035	CWA News	1,900,000		
038	Taxes	156,694	3,489,534	3,646,227
039	Affiliation Dues - AFL-CIO & Other	5,705,127		
040	Contingency	6,842,468		
041	Equipment Additions	110,000		
043	Information Systems - S/T	410,000		
143	Information Systems - All Other	615,000		
044	District Building Maintenance & Operations	186,000		
045	Public Relations	400,000		
046	Professional - Secy-Treas. office	650,000		
146	Professional - President's office	197,000		
047	International Affairs	75,000		
048	Education	300,000		
060	Pension	0	115,346	115,346
061A	Employee Benefits (Health care , Life, -retirees / admin units)	7,417,996	7,505,706	14,923,703
061B	Insurance - Other	850,322		
063	Auto Fleet Program - Purchases, maintenance	150,000		
064	Staff Moves	200,000		
066	Apprenticeship & Training	183,000		
	Total General Budget	33,578,437		
	Total Administrative Unit (Exhibit A)	76,769,203		
	<b>Total Budget</b>	<b>110,347,639</b>		

## **EXPLANATION OF EXHIBIT A**

### **A. ADMINISTRATIVE UNIT PERSONNEL EXPENSES**

#### **A1) SALARIES - OFFICERS & STAFF**

This line item reflects the salary cost for administrative unit officers, staff and professional employees.

#### **A2) SALARIES - FULL-TIME - OTHER**

This line item reflects the salary cost for administrative unit full-time clerical employees and supervisors.

#### **A3) EMPLOYEE BENEFITS**

Each administrative unit was allocated 18.08% of administrative unit salaries for employee benefit expense. PPMW and TNG pension contribution expense was added to their allocation.

#### **A4) EMPLOYEE TAXES**

Each administrative unit was allocated 8.37% of administrative unit salaries for employee tax expense.

### **B. ADMINISTRATIVE UNIT EXPENSES**

#### **B1) EXPENSES - FULL-TIME TRAVEL**

This line item reflects budget allocation for travel and related expenses incurred by officers, Staff and full-time employees.

#### **B2) PART-TIME - SALARIES & EXPENSES**

This line item reflects the budget allocation for salary, travel and related expenses for local officers, members or others employed by the national union on a part-time or temporary basis.

#### **B3) OFFICE OPERATIONS**

This line item reflects the budget allocation for office supplies, printing, postage, freight, telecommunications, equipment maintenance and rental and contract services.

**B4) RENT & OFFICE OCCUPANCY**

This line item reflects the cost of renting or leasing office space.

**B5) LEGAL**

This line item reflects a portion of the international union's legal expense that is directly attributable to the administrative unit.

**B5) ALL OTHER**

This line item reflects the allocation for other miscellaneous expenses.

**TOTAL ADMINISTRATIVE UNIT EXPENSE**

This line reflects the total amount of the budget (Items A1 – A4 and B1 –B6 allocated to each administrative unit and headquarters.

**EXPLANATION OF EXHIBIT B**

**029) ORGANIZING**

This budget account allocation covers the cost of organizing programs for the Union.

**030) CITIZENSHIP & OTHER AFFILIATIONS**

This budget allocation provides funds for the Union to participate in and make contributions to programs and activities which relate to community, good citizenship, and civic affairs. In addition, CWA maintains membership in and serves on boards of a number of organizations. Fees associated with these activities are include in this budget allocation.

**031) LEGAL**

This budget account allocation covers headquarters legal costs, litigation costs, legal counsel travel expenses, court reporters for arbitration cases, and court costs.

**032) CONVENTION**

This budget account allocation is for the general cost of our annual Convention including auditorium and meeting room rental and setup, printing of verbatim reports and other Convention materials, postage, wages and expenses of Convention committees. .

**034) COMMITTEES, CONFERENCES & EXECUTIVE BOARD MEETINGS**

This budget allocation includes all expenses associated with meetings of the Union's Executive Board including travel expenses of Executive Board members and others required to be in attendance at such meetings. The cost, if any, of the meeting room is also included. The budget allocation also includes an allocation for committee meeting and conference expenses. The allocation does not cover expenses of attendees unless authorized by the President of the Union.

**035) CWA NEWS**

This budget account allocation covers the total cost of publishing, printing and mailing of the CWA News.

**038) TAXES**

This budget account allocation covers the cost of District building taxes and personal property taxes,

**039) AFFILIATION DUES**

This budget allocation is for affiliation dues paid to the AFL-CIO and departments, Union Network International, IAPPTA, International Metal Workers and International Federation of Journalists.

**040) CONTINGENCY**

This budget account allocation is used to supplement the budget when expenses are incurred that were unforeseen at the time the budget was prepared. This includes cost of additional staff, clerical, progression increases, CWA 401 (k) employer match contributions and rent increases.

**041) EQUIPMENT ADDITIONS**

This budget account allocation provides for replacement and additional office machines, equipment (except computers) and furniture.

**043) INFORMATION SYSTEMS - SECRETARY-TREASURER'S OFFICE**

This budget account allocation is used to acquiring computer equipment, software, consulting contract services to implement information systems in the Secretary-Treasurer's Office.

**143) INFORMATION SYSTEMS – All Other**

This budget account allocation is used for the acquisition of office automation equipment, computer equipment and software in the Headquarters, District, and area offices. Also included is the allowance for the cost of consultants and contract services that are necessary to implement information systems.

**044) DISTRICT BUILDING MAINTENANCE & OPERATIONS**

This budget account allocation is used for the maintenance of District-owned buildings, as well as minor repairs to leased offices.

**045) PUBLIC RELATIONS**

This budget account allocation is 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 and newspaper.

**046) PROFESSIONAL – Secretary-Treasurer's office**

This budget account allocation is used to pay fees and professional service costs, i.e., auditors, actuaries, consultants.

**146) PROFESSIONAL – President's office**

This budget account allocation is used to pay fees and professional service costs, to actuaries and other professionals in support of bargaining and contract negotiations.

**047) INTERNATIONAL PROGRAM**

CWA is affiliated globally with Union Network International (UNI), International Metal Workers, International Federation of Journalists and IAPPTA. This budget allocation funds activities with our labor colleagues from a number of countries.

**048) EDUCATION**

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

**060) PENSION FUND**

This budget Allocation covers contributions made to the CWA Pension & Death Benefit Trust Fund. A contribution to the CWA Pension Fund is not required in the current budget year. Contribution expense for employees covered under the CWA-ITU Negotiated Pension Plan for PPMWS staff are charged to the PPMW administrative unit budget Line A-3.

**061) INSURANCE AND HOSPITALIZATION**

This budget account allocation covers the cost of insurance (workers' compensation, liability, burglary, fire, etc.), and hospitalization, vision and dental plans for CWA retirees. The Budget allocation for employee health care costs have been moved to the Administrative unit budget – Line A-3.

**063) AUTOMOBILE FUND**

This budget account allocation is for automobile fleet program purchases and extra ordinary maintenance. Car allowance and regular maintenance expense has been move to the Administrative unit budget – Line B-1.

**064) STAFF MOVES**

This budget account includes the cost of moving staff that have been reassigned to a new work location.

**066) APPRENTICESHIP AND TRAINING**

This budget allocation is for authorized apprenticeship and training program activities.

**TOTAL NATIONAL PROGRAMS**

Total of Budget accounts 029 through 066.

**TOTAL BUDGET**

Sum of :

Total National Programs Budget and Administrative Unit budget (Exhibit A)



### **CONCLUDING REMARKS**

The SPBC continued to focus on not only staying within budget but also keeping spending within income. The Executive Board made a commitment to live within our means and we have achieved this goal.

The hiring freeze implemented in the 2005 - 2006 budget year forced us to reallocate support staff and harvest the benefits of new technology to reduce our payroll while sustaining quality work. We recognize that in some instances we are stretched and appreciate the hard work and burden that this places on dedicated staff.

The establishment of the Building Fund is complete. The value of the headquarters building is now recognized in the CWA financial statements at market value. The cost of owning and operating the building is now 100% supported by the rent income flowing to the fund. CWA rent payments to the Building Fund while below market rates, are sufficient to sustain building operations. Refinancing enabled us to consolidate all debt associated with the building in the Building Fund and reduce debt in the General Fund.

For 2007 - 2008, we are recommending a conservative budget. As a result of all the steps taken by the Board, the Union's financial position has significantly improved but the General Fund still carries \$8.8 million in loans due to previous year's deficit spending. This budget will reduce that debt \$1 million. We need to continue closely monitoring spending to ensure that our income forecasts match our cash flow and that our expenses do not exceed our projected income. We collectively have demonstrated that this can be done and we congratulate the Board for taking the steps necessary to ensure the fiscal well-being of our Union.

**2007 CWA FINANCE COMMITTEE**

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**Fiscal year Dues Payers, Income and Allocated Expense Report  
June 1, 2005 - May 31, 2006**

	<u>District 1</u>	<u>District 2</u>	<u>District 3</u>	<u>District 4</u>	<u>District 6</u>	<u>District 7</u>	<u>District 9</u>	<u>District 13</u>	<u>AFA (6)</u>	<u>Total</u>
Dues Payers	174,025	31,218	67,744	75,206	67,256	58,364	73,695	23,960	33,336	571,468
Dues Income	<u>\$ 32,504,521</u>	<u>\$ 5,518,236</u>	<u>\$ 12,138,358</u>	<u>\$ 14,553,115</u>	<u>\$ 11,443,447</u>	<u>\$ 8,184,195</u>	<u>\$ 13,608,560</u>	<u>\$ 3,888,862</u>	<u>\$ 15,646,453</u>	<u>\$ 117,485,747</u>
Income Avg. per Dues Payer	189.45	191.63	192.84	187.36	171.18	161.66	202.88	177.35	469.36	205.59
<b>Allocated Expenses:</b>	<b><u>District 1</u></b>	<b><u>District 2</u></b>	<b><u>District 3</u></b>	<b><u>District 4</u></b>	<b><u>District 6</u></b>	<b><u>District 7</u></b>	<b><u>District 9</u></b>	<b><u>District 13</u></b>	<b><u>National Units</u></b>	<b><u>Total</u></b>
Administrative	6,118,507	2,133,525	4,010,652	3,050,848	3,615,218	3,023,952	3,264,349	1,309,758	47,437,521	73,964,330
Legal	2,188,603	188,319	445,361	197,771	485,760	178,131	524,979	261,188	2,782,439	7,252,551
Information Systems	18,750	4,942	18,383	11,910	13,667	12,585	16,331	6,213	490,253	593,034
Automobile	183,265	69,176	96,071	69,592	86,975	90,819	79,923	43,663	841,458	1,560,942
Total	<u>\$ 8,509,125</u>	<u>\$ 2,395,962</u>	<u>\$ 4,570,467</u>	<u>\$ 3,330,121</u>	<u>\$ 4,201,620</u>	<u>\$ 3,305,487</u>	<u>\$ 3,885,582</u>	<u>\$ 1,620,822</u>	<u>\$ 51,551,671</u>	<u>\$ 83,370,857</u>

**NOTES:**

- 1) Dues Payers - AFA dues payer counts are included in District counts.
- 2) Income is International Per Capita & Initiation fees. Defense & Members Relief Fund Income are not included in this report. AFA Dues income is not included in District totals.
- 3) Income Avg. per Dues Payer - District averages are Int'l Per Capita averages & do not include AFA: AFA dues include Int'l Per Capita plus Local (LEC) & Airline Council (MEC) share of dues.
- 4) National units include: Communications & Technologies, Telecommunications, Public Workers, Printing Publishing & Media, TNG, NABET, IUE and AFA.
- 5) Report reflects Legal, Information Systems and Automobile General Fund expenses that were allocated to Administrative units.
- 6) AFA Dues Payers & Income without District designation - AFA dues were allocated to AFA Admin, Local Councils (LEC's) & Airline Councils (MEC's).

**NOTES**