

International Association Of Sheet Metal Air Rail & Transportation

Executive Director / CEO

EIN 112745032

NY · NTEE J40

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Antonio Lavoratore, Executive Director / CEO** (\$126,371) against **every comparable organization** that fit the selection criteria — **21** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **100th** percentile of comparable organizations above the 90th percentile — board review recommended

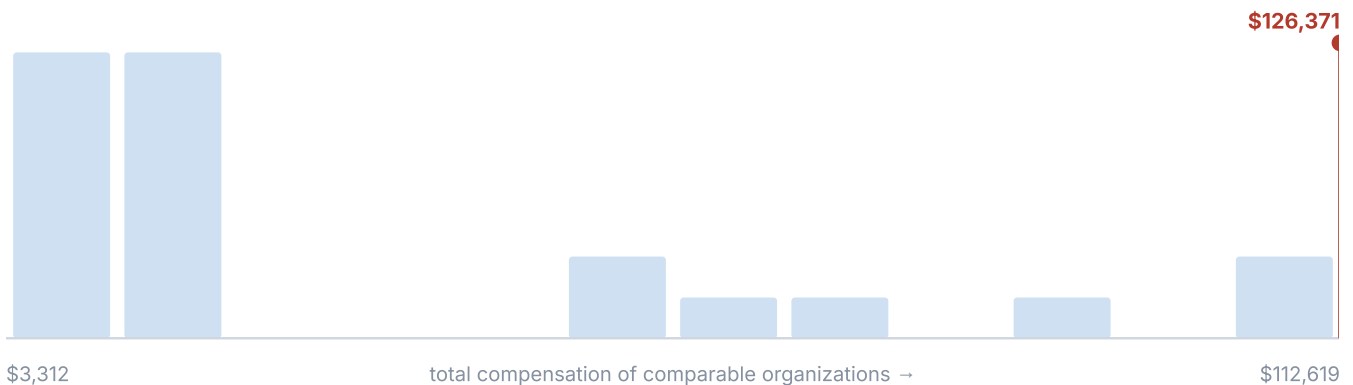
Benchmarked executive: Antonio Lavoratore — reported title “president”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (J40).
BUDGET	Total revenue between \$136,394 and \$305,361 — 0.67x to 1.50x the subject's \$203,574 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (J40) + NY + budget 0.67–1.5x revenue.

21 organizations qualified on sector, size, and geography → **21** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$5,000 10TH	\$7,576 25TH	\$18,292 MEDIAN	\$57,267 75TH	\$94,233 90TH	\$126,371 THIS ORG · 100TH
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■ Comparable organizations

Each figure is Form 990 Part VII columns D + F (reportable pay plus other compensation and benefits; column F may include amounts from related organizations), normalized to NY cost of living (BEA RPP, 2023) and to its filing year (CPI-U); the reported amount is on each linked 990.

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Cwa Staff Union	NY	\$201,347	President	\$19,873	\$18,805	2025
Long Beach Schools Employees Associ	NY	\$197,143	President	\$5,259	\$5,259	2023
American Federation Of Teachers	NY	\$211,609	President	\$14,150	\$13,744	2024
Professional Staff Association	NY	\$192,325	President	\$7,800	\$7,576	2024
American Federation Of State County &	NY	\$215,654	President	\$19,600	\$19,038	2024
Onondaga County Deputy Sheriff	NY	\$220,670	President	\$12,527	\$12,527	2023
American Federation Of Teachers	NY	\$184,706	President	\$18,292	\$18,292	2023
Monroe County Sheriff Police Benevolent	NY	\$226,620	Out-going President	\$4,231	\$4,231	2023
Building & Construction Trades Council	NY	\$227,078	President	\$6,000	\$6,000	2023
The Steamfitting Industry Labor Management Cooperation Committee	NY	\$161,422	Executive Administrator	\$70,808	\$70,808	2023
Cheektowaga Central Teachers Association Benefit Trust	NY	\$247,737	Fund Advisor	\$3,500	\$3,312	2025
Westchester & Putnam Plumbers & Steamfit	NY	\$157,388	Trustee	\$112,619	\$112,619	2023
Laborers Local 754	NY	\$148,769	Trustee	\$54,706	\$54,706	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
International Association Of Sheet Metal Air Rail & Transportation	NY	\$262,067	Local Chairman	\$108,021	\$108,021	2023
Bridge And Tunnel Officers Benevolent	NY	\$264,549	President	\$18,192	\$17,670	2024
Iron Workers Local 60 Education	NY	\$265,020	Business Manager	\$94,233	\$94,233	2023
Northeast District Council Of The Opcmia	NY	\$139,071	Fund Administrator	\$60,518	\$57,267	2025
United Steelworkers Local Union 00420	NY	\$272,738	President	\$68,474	\$66,509	2024
Orange County Boces Teachers'	NY	\$286,094	President	\$5,000	\$5,000	2023
Police Assoc Inc - Town Of Greenburgh	NY	\$286,210	President	\$9,500	\$9,500	2023
American Federation Of Teachers	NY	\$305,097	President	\$21,068	\$19,936	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY cost of living and 2023 dollars. Click any organization to verify the figure on ProPublica.

Methodology

Comparable organizations were drawn from electronically filed IRS Form 990 returns and matched on sector (NTEE code), budget (a size-adaptive revenue band that tightens as the organization grows), and geography (same-state first, broadening only when too few peers qualify); every organization within the band forms the peer set. To compare fairly across regions and years, peer compensation is normalized to NY cost of living (BEA Regional Price Parities, 2023) and to the subject's filing year (CPI-U). The figure benchmarked is Form 990 Part VII, Section A, columns D + F — reportable pay plus other compensation, benefits, and deferred amounts (column F may include amounts from related organizations) — with the chief executive matched by role. Related-organization amounts (column E) and institutional trustees are excluded. Full methodology: peerbasis.org/methodology.

Sample, role match & sensitivity

PEER COUNT	21 organizations. Compensation range \$3,312–\$112,619; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$203,574); for reference, expenses \$213,151 and assets \$66,247.
ROLE MATCH	Antonio Lavoratore, reported title " <i>president</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 7 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	100 th
Total compensation (D + F), as reported (no adjustments)	100 th
Reportable pay only (column D), adjusted	100 th
All sources (D + E + F), adjusted	81 st

If the percentile moves materially across these definitions, the result is sensitive to methodology choices, and the board should weigh which basis best fits its facts.

● **Rebuttable presumption of reasonableness · 26 CFR 53.4958-6**

Compensation paid by a tax-exempt organization is presumed reasonable — shifting the burden to the IRS — when three requirements are met. This report supplies the comparability data for the second. The board should record the following in its minutes *concurrently* with its decision:

Draft board minutes – executive compensation

1. The compensation of the Executive Director / CEO (Antonio Lavoratore) was approved in advance by [the Board / Compensation Committee], composed of members with no conflict of interest with respect to the arrangement.
2. Prior to its determination, the authorized body obtained and relied upon appropriate comparability data, namely the PeerBasis Compensation Comparability Determination dated June 9, 2026, comparing compensation against 21 similarly situated organizations (Same NTEE sector (J40) + NY + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$126,371 is reasonable (approximately the 100th percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [__ for / __ against].

Sources: IRS Form 990 e-file data (apps.irs.gov); IRS Business Master File (NTEE classification). Every figure traces to an original public filing — click any organization above to verify it on ProPublica. PeerBasis is a service of Prismind Analytics; its [methodology is published](#), was commissioned for independent adversarial review, and discloses its own limitations. This report is comparability data to support a board's good-faith determination under IRC 4958; it is not legal or tax advice. Generated by PeerBasis on June 9, 2026.