# COSTING EXAMPLE

| | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 1 | | Identify your district and if you have more than one local union, please also note the applicable union | | | | | | | | | | | |
| 2 | | Article or proposal number | | | | | | | | | | | |
| 3 | | Description of the proposals concept | | | | | | | | | | | |
| 4 | | Actual language from the article or proposal | | | | | | | | | | | |
| 5 | | Description of changes | | | | | | | | | | | |
| 6 | | Variables and outputs (results) clearly identified | | | | | | | | | | | |
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| 1 | | SD 01 | | | | | | | | | | | |
| | | | | | | | | | | | | | |
| 2 | | Article 10 - Labour Market Adjustment (LMA) for Maintenance workers with Tech Certificates | | | | | | | | | | | |
| | | | | | | | | | | | | | |
| 3 | | Proposal is to apply a LMA to retain the most highly qualified Maintenance workers | | | | | | | | | | | |
| | | We are attempting to retain these workers who are difficult to find and can be enticed to leave to competitors offering higher wages | | | | | | | | | | | |
| | | | | | | | | | | | | | |
| 4 | | Maintenance workers who have a technical certificate from an accredited institute recognized by the Maintenance Workers | | | | | | | | | | | |
| | | Guild will be eligible for a 6% LMA on top of their current salary grid | | | | | | | | | | | |
| | | | | | | | | | | | | | |
| 5 | | Currently there is no LMA for Certified Technicians | | | | | | | | | | | |
| | | | | | | | | | | | | | |
| 6 | | Number of Total Maintenance Employees | | | | | 150 | | be sure to use a 4 year average | | | | |
| | | Estimated % with Technical Certificates | | | | | 10% | | state your basis for this assumption | | | | |
| | | | | | | | | | | | | | |
| | | Estimated Number of employees to get LMA | | | | | 15 | | formula must be shown as H13*H14 | | | | |
| | | | | | | | | | | | | | |
| | | Average Annual Wage for Maintenance Worker | | | | | $65,000.00 | | state the basis for this assumption | | | | |
| | | | | | | | | | | | | | |
| | | | | | LMA % | Increase Per EE | Total Cost per year | | ensure that formulas are used and shown | | | | |
| | | | | | 6% | $3,900.00 | $58,500.00 | | H31*F34 for increase per employee | | | | |
| | | | | | | | | | G34*H29 for total cost | | | | |