

PROPOSED NEW BENEFIT COST COMPARED TO 4090 BENEFIT-WAGE SCENARIO

Version: -With HUSKY, -New Hires Start 2010, -SENIORITY CONSTANT for Paid Time Off

Cumulative Cost Savings Over 5 Years: \$ 9,807,212

Cumulative Cost Savings Over 7 Years (through 2015): \$ 15,026,455

			2009	2010		2011		2012		2013		2014		2015	
			Cost	Cost	% Increase	Cost	% Increase								
32BJ Proposed Cost	Hourly	Average CT Wage Rates- (Incumbents)*	14.60	15.11	3.5%	15.64	3.5%	16.19	3.5%	16.76	3.5%	17.34	3.5%	17.95	3.5%
		32BJ Wage Blended (New Hires)**	12.25	12.88	5.1%	13.50	4.9%	13.97	3.5%	14.46	3.5%	14.97	3.5%	15.49	3.5%
		32BJ Health***	3.29	3.59	9.1%	3.78	5.3%	3.99	5.6%	4.22	5.6%	4.46	5.6%	4.71	5.6%
		32BJ Pension	0.60	0.65	8.3%	0.70	7.7%	0.70	0.0%	0.70	0.0%	0.70	0.0%	0.70	0.0%
		Average 32BJ Paid Time Off Cost	0.96	0.98	2.1%	1.00	2.5%	1.02	2.2%	1.05	2.3%	1.07	2.2%	1.09	2.1%
	Full Contract	Total Health & Pension for Contract	4,760,392	5,171,902	8.6%	5,465,838	5.7%	5,725,059	4.7%	5,998,919	4.8%	6,288,246	4.8%	6,593,913	4.9%
		Total Wage for Contract	18,246,300	18,703,183	2.5%	19,237,540	2.9%	19,773,541	2.8%	20,323,495	2.8%	20,887,724	2.8%	21,466,553	2.8%
		Total Paid Time Off	1,197,391	1,222,313	2.1%	1,252,667	2.5%	1,280,305	2.2%	1,309,301	2.3%	1,337,618	2.2%	1,366,275	2.1%
<b>Total Contract</b>		<b>24,204,084</b>	<b>25,097,398</b>	<b>3.7%</b>	<b>25,956,045</b>	<b>3.4%</b>	<b>26,778,905</b>	<b>3.2%</b>	<b>27,631,716</b>	<b>3.2%</b>	<b>28,513,589</b>	<b>3.2%</b>	<b>29,426,741</b>	<b>3.2%</b>	
CT Standard Rates	Hourly	Average CT Wage *	14.60	15.11	3.5%	15.64	3.5%	16.19	3.5%	16.76	3.5%	17.34	3.5%	17.95	3.5%
		30% Benefits ****	4.38	4.53	3.5%	4.69	3.5%	4.86	3.5%	5.03	3.5%	5.20	3.5%	5.38	3.5%
	Full Contract	Total Benefits for Contract Including HUSKY for Children	7,530,709	8,055,496	7.0%	8,360,008	3.8%	8,676,982	3.8%	9,007,001	3.8%	9,350,676	3.8%	9,708,654	3.8%
		Total Contract	25,777,009	26,940,417	4.5%	27,905,901	3.6%	28,906,981	3.6%	29,945,050	3.6%	31,021,557	3.6%	32,138,016	3.6%
Savings	Cost Savings Between 32BJ and CT Standard Rate for Total Contract		1,572,926	1,843,019	17.2%	1,949,855	5.8%	2,128,077	9.1%	2,313,334	8.7%	2,507,968	8.4%	2,711,275	8.1%

\*This is the weighted average by number of workers across the three different Area Rates.

\*\* This is the New-Hire Rate received after working 1 year. The total calculation also takes into account the lower wage rates received before an employee has worked for 1 year.

\*\*\* This is the Suburban Rate. The total calculation takes into account the higher City Rate at certain buildings, as well as the lower rate Part-Time Suburban workers receive who work less than 30 hours per week.

\*\*\*\*This hourly rate does not include HUSKY cost. The HUSKY Cost is included in the Total Contract Cost