

**SAG-AFTRA Modified Economic Proposal for KUOW as of 2/26/19**  
**Estimated Cost**

	Year 1	Year 2	Year 3	Total	With Benefits Load at 34.1%
Adjustment to Minimum Salary by SAG-Proposed Working Title & Level (starting 9/1/18)	\$398,257	\$414,257	\$414,257	\$1,226,770	\$1,645,099
Across-the-board (8% per year, starting with 9/1/18)*	\$226,695	\$483,126	\$760,071	\$1,469,892	\$1,971,125
Promotions & Reclassifications (minimum of 8% increase)**	\$71,406	\$77,119	\$83,288	\$231,813	\$310,861
Temporary Pay Increases (minimum of 8% increase)***	\$12,191	\$13,166	\$14,220	\$39,577	\$53,073
On-Call Pay (\$100 per day)****	\$20,800	\$20,800	\$20,800	\$62,400	\$62,400
Night Shift Differential (20% premium, 10pm-7am)*****	\$46,046	\$49,729	\$53,708	\$149,482	\$200,456
Cell Phone Reimbursements*****	\$10,680	\$10,680	\$10,680	\$32,040	\$32,040
<b>Grand Total</b>				<b>\$3,211,974</b>	<b>\$4,275,053</b>

\* Assumes adjustment to minimum is applied *before* across-the-board.

\*\* Assumes 15 promotions per year.

\*\*\* Assumes 3 employees with temporary pay increases per year.

\*\*\*\* Assumes 2 employees on call, 52 weekends per year.

\*\*\*\*\* Assumes 1 host, 1 board operator and 1 senior producer on night shift, at 20% premium.

\*\*\*\*\* Based on experience from 2016, when cell phone reimbursement approach was in place.

The above estimate does not include costs for daily or weekly overtime (6th and 7th day), severance pay, or any other items not listed above.