

**Estimated Cost of Employer's Counter Proposal  
for KUOW SAG-AFTRA Bargaining Unit as of 5/1/19**

	Year 1	Year 2	Year 3	3-Year Total	With Benefits Load at 34.1%
Adjustment to Minimum Salary in Year 1. Effective first day of first pay period after ratification 5/1/19.*	\$75,283	\$112,362	\$149,441	\$337,086	\$452,032
Future Wage Increases: 2% Across-the-board increase annually on 9/1/19, 9/1/20, 9/1/21.**	\$55,595	\$112,302	\$151,989	\$319,886	\$428,967
Promotions & Reclassifications (assuming adjustment to minimum of new job profile)***	\$106,584	\$108,716	\$110,890	\$326,190	\$437,420
Temporary Pay Increases (minimum of 7% increase)****	\$10,667	\$10,881	\$11,098	\$32,646	\$43,778
Cell Phones (one provided for all content creators)*****	\$21,813	\$21,813	\$21,813	\$65,439	\$65,439
UPASS	\$24,600	\$24,600	\$24,600	\$73,800	\$73,800
<b>Grand Total</b>				<b>\$1,155,046</b>	<b>\$1,501,437</b>

\* Assumes ratification date of 5/1/2019.

\*\* Adjustment to minimum applied before across-the-board.

\*\*\* Assumes 10 promotions per year.

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

\*\*\*\*\* Assumes no additional monthly cost above current.