

## **Fiscal Analysis Statement**

### **Laborers' International Union of North America**

Under Rhode Island law, cities, towns, and other governmental entities are required to conduct a fiscal analysis of collective bargaining agreements prior to governing bodies approving and authorizing changes to existing collective bargaining agreements. A financial analysis was conducted on the economic items included in the proposed collective bargaining agreement for fiscal years 2014 through 2016 with Local 1322 of the Laborers' International Union of North America which represents the town's public works and clerks personnel.

The total cost to the Town of Foster for the three year duration of the union contract will be approximately \$61,446. The town has the ability to pay for the additional impact that these expenditures will have on the Town of Foster.

The following is a breakdown of the collective bargaining costs for the year:

#### **Term of Agreement**

- The term is for a three-year period, beginning July 1, 2013 through June 30, 2016.

#### **Base Wages (with longevity as a component)**

- An increase of \$67,547 including employment taxes \*\*

#### **Other Adjustments**

- The change in the incentive for a waiver of medical insurance and a change in the employee medical co-share amount equates to an estimated decrease of \$11,135, based on current enrollment and premium rates.\*\*
- The total cost associated with the member's ability to receive compensation for additional personal days is \$4,134 including employment taxes. \*\*
- The additional cost for an increase in the reimbursement for shoes of \$900. \*\*

All other items included in the proposed contract are language items that will have no financial impact to the town.

**\*\*NOTE: All amounts indicated reflect the estimated expense to the Town for the three year contract period in total.**