

**CHAPTER 5.5 CERTIFICATIONS  
COST IMPACT ANALYSIS - Non-Union (Year 1)**

Created August 2015

	COST EA.	QTY	TOTAL
<b>NON-UNION GOVERNMENTAL FEES:</b>			
Journeyman Certification Fees	\$150.00	1,000	\$150,000.00
Apprentice Registration Fees	\$150.00	3,000	\$450,000.00
Trainee Registration Fees	\$150.00	2,000	\$300,000.00
<b>Non-Union Governmental Fees - TOTAL IMPACT:</b>			<b>\$900,000.00</b>

**TRAINING AND CERTIFICATION:**

<b>Journeyman:</b>			
Continuing Education (per year)	\$250.00	1,000	\$250,000.00
<b>Apprentice:</b>			
App. Program Endenturement	\$500.00	3,000	\$1,500,000.00
Training Costs (per year)*	\$2,050.00	3,000	\$6,150,000.00
<b>Non-Union Training Cost - TOTAL IMPACT:</b>			<b>\$7,900,000.00</b>

• Program requires 24 CEU's over 3 years, \$250 / 8 CEU

• Program Fees = \$150 per mo. X 12 = \$1,800; Certifications = \$250 annually

**\*Includes:**

- Monthly Program Fees
- Books
- Miscellaneous Certification

**LABOR WAGE IMPACT:**

<b>Journeyman:</b>			
		NA	
<b>Apprentice:</b>			
1st Period (300 App X 1800 hrs/yr ea.)	\$9.12	513,000	\$4,678,560.00
2nd Period	\$9.12	513,000	\$4,678,560.00
3rd Period	\$9.12	513,000	\$4,678,560.00
4th Period	\$9.12	513,000	\$4,678,560.00
5th Period	\$9.12	513,000	\$4,678,560.00
6th Period	\$9.12	513,000	\$4,678,560.00
7th Period	\$9.12	513,000	\$4,678,560.00
8th Period	\$9.12	513,000	\$4,678,560.00
9th Period	\$9.12	513,000	\$4,678,560.00
10th Period	\$9.12	513,000	\$4,678,560.00
<b>Trainee</b>			
		NA	
<b>Non-Union Cost of Labor - TOTAL IMPACT:</b>			<b>\$9.12 5,130,000 \$46,785,600.00</b>

- 540,000 annual hours Reduced by 5% for SFH
- Hourly rate assumes Non-Union entry level wage of \$10.00 / hour.
- Apprentice Standards require \$14.00 / hour
- Non-Union "Initial" wage impact across all apprentice levels labor force of \$4.00/hour

**Formula:**

Wage Increase	\$4.00	
PR Taxes (18%)	\$0.72	
Insurance (20%)	\$0.80	
OH & Burden (80%)	\$3.20	
Pofit (10%)	\$0.40	
<b>Total Impact per hr.</b>		<b>\$9.12</b>

**EMPLOYER ADMINISTRATION**

Assumption - Average 8 hrs/wk/employer*	\$45	416,000	\$18,720,000.00
* Est. 1000 Employers Impacted			
Formula: (8 X 52)*(1000) = 416,000 hours			

- 8 hrs per week includes office administration and field supervision as required to track and report to UAC.

**EMPLOYER FEES:**

**Non-Union - TOTAL FISCAL IMPACT: \$74,305,600.00**