

Bargaining Power®

Exceptional labor cost analysis for superior decisions at the table.



Bargaining Power® The unique labor costing software solution for better collective bargaining.

- Make better decisions with enhanced insight.
- Model limitless scenarios with accuracy and depth of analysis that no spreadsheet can match.
- Consider complex workforce dynamics with ease.
- Create robust, customized reports instantly.

Bargaining Power®
LABOR COSTING & PREDICTIVE ANALYSIS

You Will:

- **Make better decisions** with a greater understanding of the financial impact of your proposals.
- **Save time.** Smarter, faster and easier to use than any spreadsheet model.
- **Be confident** your projections reflect the true costs and savings of your proposals.
- **Benefit from our expertise.** We've worked with and learned from hundreds of users.

Get Started

Schedule a tailored, online demonstration today.

It's easy.

Call or email to get started!

☎ **212 995-0477**

✉ **information@bargainingpower.com**

🖱 **bargainingpower.com**

Strengthen Your Analysis

Model changes to your compensation, benefit and time-off plans with exceptional accuracy and insight.

Deepen Your Understanding

- See the impact of turnover rates and changing lengths of service instantly.
- Compare scenarios immediately.

Our Clients Include...



Bargaining Power® Report At-A-Glance

Results in annual dollars, dollars per hour paid, dollars per productive hour, dollars per employee, etc.

Costs automatically interact. Each line item shows the effect of all others.

Understand the indirect impact of proposals on contract elements that don't change.

Project the future costs of your current policies and agreements independent of the proposed changes.

Bottom-line metrics provide financial and operational insight.

Bargaining Power® Version 7.0

Proposals 1/1/2017 9:00 AM
Locals 1223 and 1457

	Year 1	Year 2
Annual Dollars in 1000's		
1. Annual pay increases: 4%, 3%, 3%	\$ 3,075	\$ 6,312
2. Increase shift differentials by 10%	21	21
3. Signing bonus: \$1,000 per employee	1,735	0
4. Increase employee health care contribution by 5%	(2,655)	(2,655)
5. Reduce pension contributions for new hires	(52)	(81)
6. Increase vacation allowance by 2 days	823	1,091
7. Roll-up	153	940
Cost Of Proposals	\$ 3,100	\$ 5,629
Cost Summary		
1. Current Contract Cost	\$ 119,855	\$ 119,855
2. Plus: Incremental Base Cost	375	1,100
3. Cost Of Proposals	3,100	5,629
4. Total Settlement Cost	\$ 123,330	\$ 126,583
Notes		
Costs assume 65% turnover at normal retirement and 30% for all other employees.		
Benchmark Statistics		
1. Average pay rates	\$ 21.90	\$ 22.93
2. Average cost per hour paid	\$ 30.20	\$ 30.99
3. Average cost per productive hour	\$ 34.78	\$ 35.73
4. % change in labor costs over base	2.9%	5.6%
5. % change in benefit costs over base	-2.2%	-2.0%
6. Productive time as a % of time paid	86.8%	86.8%
7. Labor costs as a % of sales	12.3%	12.7%
8. Net present value - Discount rate: 8.5%		
Cost Of Proposals	-	\$ 14,611

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