

Family Medical Leave Act(FMLA) Costing

Bargaining Unit(BU)	Employees Using Any FMLA			Employees Using FMLA Family Only*		
	Employees Using FMLA	% BU Employees Taking FMLA	Average Weeks/FMLA Employee	Employees Using FMLA	% BU Employees Taking FMLA	Average Weeks/FMLA Employee
ATU (823 employees)	282	34.3%	5.1	88	10.7%	4.7
SEIU (1,478 employees)	220	14.9%	4.7	83	5.6%	3.9
Total (2,301 employees)	502	21.8%	4.9	171	7.4%	4.3

Data from calendar year 2012.

* Only employees who took FMLA for family care, not individual care.

- 7.4% of ATU & SEIU use FMLA for Family Care averaging 4.3 weeks per year.
- Costs assume backfill for majority of ATU positions and some SEIU positions.
- Costs assume wage increases from FY14-FY17 collective bargaining agreements.

Scenario Costs (millions\$)	Year 1 FY14	4 Years FY14 - FY17
33% of all ATU & SEIU - 6 weeks	\$ 10.5	\$ 44.2
Double the amount of ATU & SEIU who have taken FMLA Family - 6 weeks*	\$ 5.2	\$ 21.9
ATU & SEIU who have taken any FMLA - 4.9 weeks	\$ 4.7	\$ 19.7
ATU & SEIU who have taken FMLA Family - 4.3 weeks*	\$ 1.4	\$ 5.8

* Only employees who took FMLA for family care, not individual care.