

Study used as partial model for cost breakdown & assumptions

	TOTALS		PER DAY		PER WEEK		PER WORKER		ANNUAL PER WORKER RAISE EQUIVALENT	
	Lower	Upper	Lower	Upper	Lower	Upper	Lower	Upper	Lower	Upper
EXTERNAL COSTS:	\$318,954	\$431,526	\$9,113	\$12,329	\$45,565	\$61,647	\$3,222	\$4,359	4.43%	5.99%
INTERNAL COSTS	\$126,525	\$171,181	\$3,615	\$4,891	\$18,075	\$24,454	\$1,278	\$1,729	1.76%	2.38%
TOTAL COSTS:	\$445,479	\$602,707	\$12,728	\$17,220	\$63,640	\$86,101	\$4,500	\$6,088	6.18%	8.36%

Number of Workers	Avg. Pay Rate	Daily Hours Worked
99	\$40.00	7

Petition Filed	Consultant Start Date [1]	Campaign Ongoing	End Date [2]
2/4/26	2/9	Yes	3/25/26

[illegible][illegible]

IN-HOUSE CAMPAIGN TEAM												
Names/Role	Pay Rate [19]	Daily Hours Spent on Campaign	Override Fringe Rate	Fringe Rate	Override Dates	Start Date [20]	End Date [21]	Override Days Worked	Days Worked [22]	Daily Cost	Weekly Cost	Total Cost
mpaign leader #1 (HR manage	\$90.00	7	No	0.3	No	2/4/26	3/25/26	No	35	\$819.00	\$4,095.00	\$28,665.00
			No	0.3	No	2/4/26	3/25/26	No	35	\$0.00	\$0.00	\$0.00
			No	0.3	No	2/4/26	3/25/26	No	35	\$0.00	\$0.00	\$0.00
			No	0.3	No	2/4/26	3/25/26	No	35	\$0.00	\$0.00	\$0.00
			No	0.3	No	2/4/26	3/25/26	No	35	\$0.00	\$0.00	\$0.00
			No	0.3	No	2/4/26	3/25/26	No	35	\$0.00	\$0.00	\$0.00
			No	0.3	No	2/4/26	3/25/26	No	35	\$0.00	\$0.00	\$0.00
			No	0.3	No	2/4/26	3/25/26	No	35	\$0.00	\$0.00	\$0.00
			No	0.3	No	2/4/26	3/25/26	No	35	\$0.00	\$0.00	\$0.00
			No	0.3	No	2/4/26	3/25/26	No	35	\$0.00	\$0.00	\$0.00
Total Cost of In-House Campaign Team:										\$28,665		
Override Total:										No		
OTHER SUPERVISORS AND MANAGERS (NON-CAMPAIGN TEAM)												
Number of Supervisors	Pay Rate [23]	Daily Hours Spent on Campaign	Override Fringe Rate	Fringe Rate	Override Dates	Start Date [24]	End Date [25]	Override Days Worked	Days Worked [26]	Daily Cost	Weekly Cost	Total Cost
3	\$70	1.5	No	0.3	No	2/4/26	3/25/26	No	35	\$409.50	\$2,047.50	\$14,332.50
Total Cost of Supervisors:										\$14,333		
Override Total:										No		
WORKER PAID TIME LOST TO CAMPAIGN												
Number of Workers [27]	Pay Rate [28]	Daily Hours Lost to Anti-Union Activities	Override Fringe Rate	Fringe Rate	Override Dates	Start Date [29]	End Date [30]	Override Days Worked	Days Worked [31]	Daily Cost	Weekly Cost	Total Cost
99	\$40.00	0.25	No	0.3	No	2/4/26	3/25/26	No	35	\$1,287.00	\$6,435.00	\$45,045.00
Total Cost of Worker Time:										\$45,045		
Override Total:										No		
PRODUCTIVITY LOSS												
Number of Workers [32]	Pay Rate [33]	Daily Hours Worked [34]	Fringe Rate [35]	Days Worked [36]	Productivity Loss Rate [37]	Daily Cost	Weekly Cost	Total Cost				
99	\$40.00	7	0.3	35	0.05	\$1,737.45	\$8,687.25	\$60,810.75				
Total Cost of Worker Time:								\$60,811				
Override Total:								No				

- [1] From LM20, petition filing, or on-the-ground report
- [2] Default is current date, but can edit if campaign is not ongoing
- [3] per hour
- [4] Default is master consultant start date from above, but can edit if consultant started earlier/later
- [5] Default is master end date from above, but can edit if consultant stopped working on campaign earlier/later
- [6] Default is 5 days per week from start to end dates, but can edit if needed
- [7] Default is 1 roundtrip per week from start to end dates, but can edit if needed
- [8] Fees and materials consultant charges beyond labor and travel costs. Assumed to be ~5% of other costs, but can edit if needed
- [9] 2/9/26 start date and "ongoing" as of 3/11/26 <https://olmsapps.dol.gov/query/orgReport.do?rptId=931232&rptForm=LM20Form>
- [10] Has charged \$500/hr in the past. For example: <https://olmsapps.dol.gov/query/orgReport.do?rptId=921059&rptForm=LM10Form>
- [11] "Todd Nierman" was "brought in" (2/12/26 article) <https://www.wortfm.org/three-health-care-workers-fired-after-unionization-effort/>
- [12] "Various days beginning 2/23/26": <https://olmsapps.dol.gov/query/orgReport.do?rptId=933830&rptForm=LM20Form>
- [13] per hour
- [14] Default is petition file date or master consultant start date from above, whichever is earlier. However, can edit if attorney started earlier/later
- [15] Default is master end date from above, but can edit if attorney stopped working on campaign earlier/later
- [16] Fees and materials attorney charges beyond labor and travel costs. Assumed to be ~5% of other costs, but can edit if needed
- [17] partner and big shot. probably charges higher rate <https://www.hklaw.com/en/professionals/k/karabel-aroon>
- [18] associate. may want to lower rate. <https://www.hklaw.com/en/professionals/f/fitzgerald-hannah-j>
- [19] per hour
- [20] Default is petition file date or master consultant start date from above, whichever is earlier. However, can edit if started earlier/later
- [21] Default is master end date from above, but can edit if stopped working on campaign earlier/later

[22] Default is 5 days per week from start to end dates, but can edit if needed

[23] per hour

[24] Default is petition file date or master consultant start date from above, whichever is earlier. However, can edit if started earlier/later

[25] Default is master end date from above, but can edit if stopped working on campaign earlier/later

[26] Default is 5 days per week from start to end dates, but can edit if needed

[27] Entered at top of inputs

[28] Entered at top of inputs

[29] Default is petition file date or master consultant start date from above, whichever is earlier. However, can edit if started earlier/later

[30] Default is master end date from above, but can edit if stopped working on campaign earlier/later

[31] Default is 5 days per week from start to end dates, but can edit if needed

[32] Number of Workers

[33] Pulled from above

[34] Pulled from above

[35] Pulled from above

[36] Pulled from above

[37] set to 0 if you want to omit productivity loss