

# Figuring out your Raise in the SHARE-UMass Memorial contract

The two most common situations are on this side of the page - see over for more rare situations

## If your hourly rate is on a platform and below max...

### "Over-and-down" method on the wage chart for your grade

Each year you get to the next highest platform number

**example:** If your grade is NSG3 and you make \$16.58 per hour

	NSG3	NSG3	NSG3	NSG3	NSG3
	current	10/1/2018	10/1/2019	10/1/2020	10/1/2021
min	14.49	14.80	15.11	15.42	15.71
1	14.78	15.09	15.40	15.71	16.02
2	15.08	15.38	15.69	16.00	16.31
3	15.38	15.68	15.98	16.29	16.60
4	15.69	15.98	16.28	16.58	16.89
5	15.97	16.29	16.58	16.88	17.18
6	16.29	16.57	16.89	17.18	17.48
7	16.58	16.89	17.17	17.49	17.78
8	16.89	17.18	17.49	17.77	18.09
...					

For example:

\$15.98 (10/1/18)  
\$16.58 on 10/1/19  
  
\$17.18 on 10/1/20  
\$17.78 on 10/1/21

## If your hourly rate is between platforms, or between max and max cap...

### "Multiply-compare-add" method

Your raise is the higher of **2.95% of your current rate** OR **\$0.60 per hour**

**Multiply** [your current hourly rate] x 0.0295

**Compare** the result to \$0.60. Your raise is whichever number is higher.

**Add** [your raise] + [your current rate] = [your new rate]

(If your new rate is more than the max cap, see "If you are close to the max cap...")

**example 1:** If you make \$16 per hour

**Multiply** \$16 x 0.0295 = \$0.47

**Compare** \$0.60 is higher than \$0.47  
So your raise is \$0.60

**Add** \$0.60 + \$16 = \$16.60  
So your 9/27/2020 rate is \$16.60

**example 2:** If you make \$32 per hour

**Multiply** \$32 x 0.0295 = \$0.94

**Compare** \$0.94 is higher than \$0.60  
So your raise is \$0.94

**Add** \$0.94 + \$32 = \$32.94  
So your 9/27/20 rate is \$32.94

# Figuring out your Raise in the SHARE-UMass Memorial contract

The more rare situations are on this side of the page - see over for more common situations

## If you are already at the max cap for your grade...

You get the 1% across the board raise to base

You get the platform movement as a bonus

**Raise:** Multiply [your current hourly rate] x 0.01

**New Rate:** Add [your current hourly rate] + [your raise]

**Bonus:** Multiply [your current hourly rate] x 0.0195 x [the hours you were paid in FY18]

**example:** If your grade is ADM6, you make \$29.19 per hour (ADM6 max cap) and you work full-time

	ADM6	ADM6	ADM6	ADM6	ADM6
	current	10/1/2018	10/1/2019	10/1/2020	10/1/2021
...					
<b>Raise:</b> Multiply \$29.19 x 0.01 = \$0.29	28.61	28.90	29.19	29.48	29.77

**New rate:** Add \$29.19 + \$0.29 = \$29.48

**Bonus:** Multiply \$29.48 x 0.0195 x 40 hours/week x 52 weeks/year = \$1195.71

## If you are close to the max cap, and your raise would put you over...

You get a raise to bring you up to max cap

You get the rest of your raise as a bonus

**New rate** = [max cap]

**Actual Raise:** Subtract [max cap] - [current rate]

**Calculated Raise:** Multiply [your current hourly rate] x 0.0295

**Bonus rate** (part of raise that would be over max cap) = [calculated raise] - [actual raise]

**Bonus:** Multiply [bonus rate] x [the hours you were paid in FY18]

**example:** If your grade is ADM6 (see scale above), you make \$29.00 per hour (below max cap) and you work full-time

**New rate** = \$29.48

**Actual Raise:** Subtract \$29.48 - 29.00 = \$0.48

**Calculated Raise:** Multiply \$29.00 x 0.0295 = \$0.86

**Bonus rate** (part of raise that would be over max cap) = \$0.86 - \$0.48 = \$0.38

**Bonus:** Multiply \$0.38 x 40 hrs/wk x 52 weeks = \$790