

# Figuring out your Raise

## in the proposed 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 \$15.38 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
...					

Your new hourly rates will be:

\$15.98 (retroactive to 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]

Then do it again for each year of the contract

To get your 10/1/19 rate, start with your 10/1/18 rate, and then multiply-compare-add.

To get your 10/1/20 rate, start with your 10/1/19 rate, and then multiply-compare-add.

To get your 10/1/21 rate, start with your 10/1/20 rate, and then multiply-compare-add.

If your new rate is ever more than the max cap, you get some of your raise as a bonus. See over.

**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 10/1/18 rate is \$16.60

To figure out your 10/1/19 rate, start with \$16.60

**Multiply** \$16.60 x 0.0295 = \$0.49, etc.

**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 10/1/18 rate is \$32.94

To figure out your 10/1/19 rate, start with \$32.94

**Multiply** \$32.94 x 0.0295 = \$0.97, etc.

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## in the proposed SHARE-UMass Memorial contract

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

### If you were hired on or after 9/30/18...

You get a raise to base to bring you to the same platform in the next year's column

You may go up to the next higher platform, depending on how your experience was counted when hired

Call the SHARE office or email

*elisabeth.szanto@theshareunion.org* to talk about your specific situation

example	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

### 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 your were paid in FY18]

**example:** If your grade is ADM6, you make \$28.61 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
...					
max cap	28.61	28.90	29.19	29.48	29.77

**Raise:** Multiply \$28.61 x 0.01 = \$0.29

**New rate:** Add \$28.61 + \$0.29 = \$28.90

**Bonus:** Multiply \$28.61 x 0.0195 x 40 hours/week x 52 weeks/year = \$1,160

### 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, you make \$28.41 per hour (below max cap) and you work full-time

**New rate** = \$28.90

**Actual Raise:** Subtract \$28.90 - \$28.41 = \$0.49

**Calculated Raise:** Multiply \$28.41 x 0.0295 = \$0.84

**Bonus rate** (part of raise that would be over max cap) = \$0.84 - \$0.49 = \$0.35

**Bonus:** Multiply \$0.35 x 40 hrs/wk x 52 weeks = \$728