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

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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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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

<table>
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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

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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

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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