

Calculation of SHARE Raise & Retro

FIND YOUR RAISE: Regular, Grade Max, OR Probationary

1. REGULAR RAISE - Over \$1,000/year if you work 40 hours/week

If you were past your probationary period before June 24, 2018 and you make...

\$25/hour or LESS, your raise will be:

➤ **\$0.50/hour**

More than \$25/hour, your raise will be:

➤ **2%** (see raise chart on reverse)

2. GRADE MAX RAISE & BONUS

If you are at your grade max, your raise has two parts:

➤ **1.5% base increase** up to new max (see raise chart on reverse)

➤ **A bonus** for the rest of what you are owed

3. PROBATIONARY RAISE

If you were in your 6-month probationary period on June 24, 2018, your raise will be:

➤ **1.5% after the probationary period is over** (see raise chart on reverse)

CALCULATE YOUR RETRO

This raise is retroactive to June 24, 2018. SHARE members will get a lump sum for the amount they would have earned between June 24 and when the raise is delivered.

We do not yet know how long that will be. We do know that there will be at least 10 pay periods (June 24-Oct 27), and probably a few more, before the raise is in paychecks.

Calculating your Retro:

Your hourly raise

Multiply by number of hours you work per pay period

example: *\$0.50 per hour*

x 80 hours per pay period

\$40 per pay period

Multiply by the number of pay periods without the raise

x _____ # pay periods

The retro would be **at least \$400 before taxes**, because there will be at least 10 pay periods.

However many pay periods it takes HR and Payroll to implement the raise, SHARE members will get retro for the time they missed, including people who retired or were laid off.

Reference Information about SHARE Raises & Bonuses

RAISE CHART		
Approx Hourly Rate	Higher of \$0.50 or 2%	1.5%
\$13*	\$0.50	\$0.20
\$14*	\$0.50	\$0.21
\$15	\$0.50	\$0.23
\$16	\$0.50	\$0.24
\$17	\$0.50	\$0.26
\$18	\$0.50	\$0.27
\$19	\$0.50	\$0.29
\$20	\$0.50	\$0.30
\$21	\$0.50	\$0.32

RAISE CHART		
Approx Hourly Rate	Higher of \$0.50 or 2%	1.5%
\$22	\$0.50	\$0.33
\$23	\$0.50	\$0.35
\$24	\$0.50	\$0.36
\$25	\$0.50	\$0.38
\$26	\$0.52	\$0.39
\$27	\$0.54	\$0.41
\$28	\$0.56	\$0.42
\$29	\$0.58	\$0.44
\$30	\$0.60	\$0.45

* Anyone making less than \$15/hour after their raise will be brought up to \$15/hour.

OTHER RAISES & BONUSES

Structure: If you are below your structure point AFTER your raise

- you get a structure raise (see below for more information)

Minimum: If you are below the new higher minimum BEFORE your raise

- you get a raise to the new minimum, and then your regular or probationary raise

\$15/hour: If you make less than \$15/hour AFTER your raise

- you get another raise up to \$15/hour

Merit: \$100 bonus for “Exceeds” on your performance appraisal; \$250 for “Outstanding”

ABOUT STRUCTURE RAISES

In order to make sure that SHARE members make progress through their grades, SHARE and UMMS negotiated structure raises. They work as a sort of safety net, after the normal raise.

You are not at your structure point if, after your raise, you have:

- 5 years of service and are not at least 25% through the grade; or
- 10 years of service and are not at least 50% through the grade; or
- 15 years of service and are not at least 75% through the grade

If you are not at your structure point then you get a structure raise (assuming you have satisfactory performance), either

- Up to the structure point (25%, 50% or 75% mark) if it would be a 5% raise or less; or
- 5% to get closer to the structure point (and checked again after next year’s raise)