



When is Your Next HUCTW Salary Increase?

Harvard and HUCTW negotiated a three-year contract, which began on October 1, 2015 and continues until September 30, 2018. As a part of this agreement, we negotiated three years' of salary increases for HUCTW members.

In order to receive the full salary increase for each year, you need to have been on the Harvard payroll for a **full year** as of the raise delivery date (or the “effective date”), and you must be an HUCTW member at the time of delivery. The last of these three salary increases will be delivered this October 1, 2017. And so in order to receive the full raise at that time, you need to have been on the Harvard payroll a full year as of October 1, 2017 (ie: you need to have started working at Harvard on or before October 1, 2016 to get the full increase).

Here are the delivery dates of the three raises that occur during this contract cycle:

- **Effective October 1, 2015:** 2% Structure raise + Progression raise \$750 = your 2015 raise*
- **Effective October 1, 2016:** 2% Structure raise + Progression raise \$775 = your 2016 raise*
- **Effective October 1, 2017:** 2% Structure raise + Progression raise \$800 = your 2017 raise*

***Please note:** The Structure raise and Progression raise listed above are both increases to your annual base salary (ie: the 2% and the \$750, \$775, \$800 are raises **not** bonuses). When these two increases are added together they equal your total raise for each year of the contract. The Progression increase above is for an employee who works 35 hours a week. If you work weekly hours other than 35, your Progression increase will be adjusted proportionally for your hours. For example, the Progression increase for a 40-hour employee in 2017 is approximately \$914 (vs \$800 for a 35-hour employee).

Examples: Below are examples of how the next raise (delivered October 1, 2017) will affect members with different salaries and amounts of service who work 35 hours a week.

If you have at least one year of service as of October 1, 2017 and work 35 hours a week:			
Your current salary:	\$40,000	\$55,000	\$70,000
Your 2017 raise:	4% raise	3.4% raise	3.1% raise

If you have less than one year of service as of October 1, 2017 and work 35 hours a week:			
Your amount of service as of October 1, 2017:	Less than 12 but more than 6 months of service	Less than 6 but more than 0 months of service	Hired after October 1, 2017
Your 2017 raise:	2% raise	1% raise	No raise for 2017

Example of three years of salary growth: The following example demonstrates the effect of the three annual increases during this contract cycle combined on the average member (which is someone who earns \$55,000) with one year of service as of October 1, 2015 over time:

Salary in 2015: \$55,000

- **October 1, 2015 increase:** 3.4% (\$1850 raise) → new salary \$56,850
- **October 1, 2016 increase:** 3.4% (\$1912 raise) → new salary \$58,762
- **October 1, 2017 increase:** 3.4% (\$1975 raise) → new salary \$60,737

Total salary growth over three years in dollars = **\$5737 in annual salary growth**

Total salary growth over three years as percentage = **10.4% salary growth**

Please note: The numbers above are only examples, primarily showing the impact of the 2017 salary increase program on staff members with different lengths of service and salary levels. If you need assistance calculating your particular salary increase for a given year, please use the salary calculator at the top of this [webpage](#), or please email us at huctw.info@huctw.org or call us at 617-661-8289.

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