

FAQs Regarding the Upcoming HUCTW Wage Increases and Bonuses

Please read the following FAQs carefully. This document is intended to answer questions for those who process these wage increases as well as to help answer questions you may receive from HUCTW members (and former members). THIS IS A REFERENCE DOCUMENT AND IS NOT INTENDED TO BE SHARED DIRECTLY WITH EMPLOYEES.

Year One Wage Increase Summary

- The first **Wage Increase** in this Agreement will be effective **June 4, 2023**.
 - This wage increase will be **processed by Local HR/Payroll**
- HUCTW members will receive an **Implementation Bonus**, which will be paid to members in lieu of a full retroactive wage calculation.
 - The Implementation Bonus will be **processed by Central Payroll**
- HUCTW members will also receive a **\$1,400 One-time Lump Sum Bonus**.
 - The \$1,400 One-time Lump Sum Bonus will be **processed by Central Payroll**

Eligibility Criteria for the wage increase and bonuses are covered in the following FAQs.

May 31st shall be considered the “**date of ratification**” as referenced throughout this document.

IMPORTANT: A separate and specific Salary Increase Process Template and Job Aid have been created for the Wage Increase effective June 4, 2023.

[Salary Increase Template for 6-4-23 HUCTW Increases ONLY](#)

[Salary Increase Process Job Aid](#)

FAQs: Wage Increase effective June 4, 2023

1. **Q:** What will the wage increase be in the first year of the agreement?
A: The first year of this agreement will provide for a 4.9% increase in total payroll for HUCTW members across the University.
2. **Q:** How is the HUCTW wage increase distributed?
A: HUCTW has a unique pay program that includes a structure increase (percentage) and progression increase (flat dollar amount). This means that members may experience a different overall wage increase based on their current salary, date of hire, and length of service.
3. **Q:** If the agreement provides for a 4.9% increase in the first year, why have I heard that members are receiving a 5.9% increase?

A: The 4.9% increase is the total increase to payroll for HUCTW members across the University. HUCTW distributes the increase to their members through a combination of structure and progression based on date of hire and length of service, which will create a pay increase that varies across the membership.

The average HUCTW member who has an annual salary of \$64,000 and who has accrued at least 12 months of benefits eligible service as of 10/1/22 would see an increase in their pay of approximately 5.9%.

4. Q: What is the amount of the structure increase?

A: The amount of the structure increase for eligible members is 4.3%.

5. Q: Who is eligible for the structure increase?

A: To be eligible for the structure increase, an HUCTW member will need to have an effective date of hire of 10/1/22 or earlier. They must also be a member of HUCTW upon ratification.

6. Q: What is the amount of the progression increase?

A: The progression amounts for eligible members are: 1.) Full Progression of \$1,000 or 2.) Half Progression of \$500. The amounts listed are for members who work a regular 35 hour work week. Members who work more or less than a regular 35 hours per week will receive a prorated amount.

7. Q: Who is eligible for the progression increase?

A: To be eligible for the Full Progression of \$1,000, an HUCTW member must have a date of hire of 10/1/22 or earlier, be on the active payroll upon ratification, and must have accrued twelve months or more of benefits eligible service by 10/1/22.

To be eligible for the Half Progression of \$500, an HUCTW member must have a date of hire of 10/1/22 or earlier, be on the active payroll upon ratification, and must have accrued at least six but less than twelve months of benefits eligible service by 10/1/22.

Members who have an effective date of hire after 10/1/22, are on the payroll upon ratification but have accrued less than 6 months of benefits eligible service by 10/1/22 will not be eligible for any progression.

8. Q: If an HUCTW member has an effective date of hire of 10/2/22 or later, will they be eligible for the wage increase?

A: No. If an HUCTW member has an effective date of hire of 10/2/22 or later, they will not be eligible for the wage increase. They must have an effective date of hire of 10/1/22 or earlier.

9. Q: If an HUCTW member left employment/retired prior to the date of ratification will they be eligible for the Wage Increase?

A: No. Former HUCTW members who leave employment with the University prior to the date of ratification, will not be eligible for the Wage Increase. The wage increase has an effective date of June 4th.

10. Q: If a former HUCTW member transferred to another position within the University ratification and is no longer an HUCTW member upon the date of ratification, will they be eligible for the Wage Increase?

A: No. Former HUCTW members who transfer out of the Union prior to the date of ratification will not be eligible for the HUCTW Wage Increase. Their next wage increase will be dependent upon the schedule of increases in their new role.

11. Q: If an HUCTW member's last day of employment is Friday, June 2nd, will they be eligible for the Wage Increase?

A: No. They will not be eligible for the wage increase because it has an effective date of June 4th, which is after they have left the University.

12. Q: Who is responsible for processing the wage increase?

A: The Wage Increase will be processed by Local HR/Payroll.

FAQs: Implementation Bonus

13. Q: Will HUCTW receive retroactive pay?

A: HUCTW members will receive an Implementation Bonus in lieu of a full retroactive wage calculation.

14. Q: Who is eligible for the Implementation Bonus?

A: To be eligible for the Implementation Bonus, the HUCTW member must have an effective date of hire of 10/1/22 or earlier. They must also be a member of HUCTW upon ratification.

15. Q: If an HUCTW member has an effective date of hire of 10/2/22 or later, will they be eligible for the Implementation Bonus?

A: No. If an HUCTW member has an effective date of hire of 10/2/22 or later, they will not be eligible for the Implementation Bonus. They must have an effective date of hire of 10/1/22 or earlier.

16. Q: If an HUCTW member left employment/retired prior to the date of ratification and they are no longer an active HUCTW member upon the date of ratification, will they be eligible for the Implementation Bonus?

A: No. Former HUCTW members who leave employment with the University prior to the date of ratification, will not be eligible for the Implementation Bonus.

17. Q: If a former HUCTW member transferred to another position at the University prior to the date of ratification and is no longer an HUCTW member upon the date of ratification, will they be eligible for the Implementation Bonus?

A: No. Former HUCTW members who transfer out of the Union prior to the date of ratification will not be eligible for the Implementation Bonus.

18. Q: If an HUCTW member's last day of employment is on 6/1/23 or later, will they be eligible for the Implementation Bonus?

A: Yes. They will be eligible for the implementation bonus if they have an effective date of hire of 10/1/22 or earlier and they were an HUCTW member upon the date of ratification.

19. Q: Who is responsible for processing the Implementation Bonus?

A: The Implementation Bonus will be calculated by OLER and will be uploaded by Central Payroll.

FAQs: \$1,400 One-time Lump Sum Bonus

20. Q: Who is eligible to receive the \$1,400 One-time Lump Sum Bonus?

A: HUCTW members who are active on the payroll upon the date of ratification will be eligible for the \$1,400 One-time Lump Sum Bonus.

21. Q: Is the \$1,400 One-time Lump Sum Bonus prorated?

A: No, it is not prorated. HUCTW members will receive the full \$1,400 amount regardless of their regularly scheduled hours or salary.

22. Q: If a new HUCTW member is hired on May 30th, will they be eligible for the ratification bonus?

A: Yes. HUCTW member on the active payroll on the date of ratification, they will receive the \$1,400 One-time Lump Sum Bonus.

23. Q: If an HUCTW member left employment/retired prior to the date of ratification and they are no longer an active HUCTW member upon the date of ratification, will they be eligible for the \$1,400 One-time Lump Sum Bonus?

A: No. Former HUCTW members who leave employment with the University prior to the date of ratification, will not be eligible for the \$1,400 One-time Lump Sum Bonus.

24. Q: If a former HUCTW member transferred to another position at the University prior to the date of ratification and is no longer an HUCTW member on the date of ratification, will they be eligible for the \$1,400 One-time Lump Sum Bonus?

A: No. Former HUCTW members who transfer out of the Union prior to the date of ratification will not be eligible for the \$1,400 One-time Lump Sum Bonus.

25. Q: If an HUCTW member's last day of employment is Friday, June 2nd, will they be eligible for the \$1,400 One-time Lump Sum Bonus?

A: Yes. If they were an HUCTW member and actively employed upon the date of ratification, they will be eligible for the \$1,400 One-time Lump Sum Bonus.

26. Q: Who is responsible for processing the \$1,400 One-time Lump Sum Bonus?

A: The \$1,400 One-time Lump Sum Bonus will be calculated by OLER and will be uploaded by Central Payroll.

FAQs: Other

27. Q: Will there be an increase in the Shift Differential?

A: Yes, there will be increases to the Shift Differential as follows:

Upon Ratification:	\$1.95/hour
July 1, 2023:	\$2.00/hour

28. Q: Will there be an increase in the Meal Allowance?

A: Upon ratification, the Meal Allowance will increase from \$14 to \$16. It is scheduled to increase again to \$17 effective October 1, 2024.

Year Two Wage Increase Summary

The second Wage Increase in this Agreement will be **effective July 1, 2023**.

Eligibility Criteria for the wage increase and bonuses are covered in the following FAQs.

IMPORTANT: A specific Salary Increase Process Template and Job Aid have been created for the HUCTW Wage Increase effective July 1, 2023.

[Salary Increase Template for 7-1-23 HUCTW Increases ONLY](#)

[Salary Increase Process Job Aid](#)

FAQs: Wage Increase effective July 1, 2023

29. Q: What will the wage increase be in the second year of the agreement?

A: This agreement will provide for a 4.5% increase in total payroll for HUCTW members across the University.

30. Q: How is the HUCTW wage increase distributed?

A: HUCTW has a unique pay program that includes a structure increase (percentage) and progression increase (flat dollar amount). This means that members may experience a different overall wage increase based on their date of hire, current salary, and length of service.

31. Q: If the agreement provides for a 4.5% increase in the first year, why have I heard that members are receiving a 4.7% increase?

A: The 4.5% increase is the total increase to payroll. HUCTW distributes the increase to their members through a combination of structure and progression based on date of hire and length of service, which will create a pay increase that varies across the membership.

The average HUCTW member who had an annual salary of \$67,752 (up from \$64,000 in the example from the June 4th wage increase) and who has accrued at least 12 months of benefits eligible service as of 7/1/23 would see an increase in their pay of approximately 4.7%.

32. Q: What is the amount of the structure increase?

A: The amount of the structure increase for eligible members is 3.15%.

33. Q: Who is eligible for the structure increase?

A: To be eligible for the structure increase, HUCTW members will need to have an effective date of hire of 7/1/23 or earlier.

34. Q: What is the amount of the progression increase?

A: The progression amounts for eligible members are: 1.) Full Progression of \$1,050 or 2.) Half Progression of \$525. The amounts listed are for members who work a regular 35 hour work week. Members who work more or less than a regular 35 hours per week will receive a prorated amount.

35. Q: Who is eligible for the progression increase?

A: To be eligible for the Full progression of \$1,050, an HUCTW member must be on the active payroll on 7/1/23 and must have accrued at least nine months or more of benefits eligible service by 7/1/23.

To be eligible for the Half progression of \$525, an HUCTW member must be on the active payroll on 7/1/23 and must have accrued at least three but less than nine months of benefits eligible service by 7/1/23.

Members who are on the active payroll on 7/1/23 and have accrued less than 3 months of benefits eligible service by 7/1/23 will not be eligible for any progression.

36. Q: If an HUCTW member has an effective date of hire of 7/2/23 or later, will they be eligible for the wage increase?

A: No. If an HUCTW member has an effective date of hire of 7/2/23 or later they will not be eligible for the wage increase. They must have an effective date of hire of 7/1/23 or earlier to be eligible.

37. Q: If an employee transfers into an HUCTW position on 7/1/23 or earlier, will they be eligible for the wage increase?

A: Yes. An employee who transfers into an HUCTW position on 7/1/23 or earlier will be eligible for the structure increase. Eligibility for the progression increase will be based on the benefits eligible service they have accrued by 7/1/23.

38. Q: Who is responsible for processing the wage increase?

A: The Wage Increase will be processed by Local HR/Payroll