

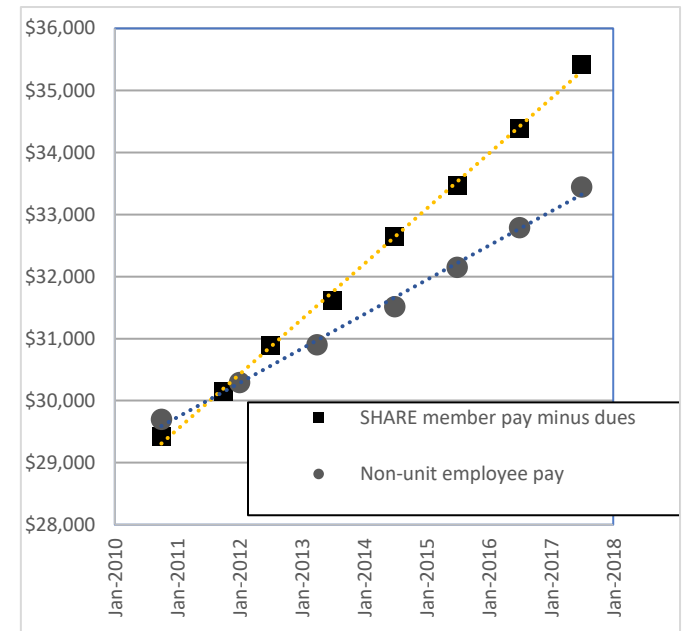
# The SHARE Advantage: SHARE v. Non-Unit Pay Increases

## SHARE members' pay increases faster than non-unit employees... even taking into account the cost of dues

Start two employees – SHARE and non-unit – at the same hourly rate. Give them the raises each was entitled to. Compare the SHARE member's pay, minus dues, to the non-unit employee's pay. (A "non-unit" employee is an hourly employee who is not in SHARE or any other union.) The SHARE member got more regular raises and the raises were bigger. The SHARE member makes more now and the gap increases over time.

### Example: SHARE and Non-Unit employees start at \$14/hour

date	SHARE raise	SHARE hourly	SHARE annual	SHARE annual minus dues	Non-Unit raise	Non-Unit hourly	Non-Unit annual
9/1/2010	STARTING POINT	\$ 14.00	29,120	28,701	STARTING POINT	\$ 14.00	29,120
9/26/2010	2% or .35 (+ merit bonus)	\$ 14.35	29,848	29,429	2% merit	\$ 14.28	29,702
9/25/2011	2% or .35	\$ 14.70	30,576	30,157			
1/1/2012					2% or 1% atb (under/over 50k)	\$ 14.57	30,296
6/17/2012	2% or .35	\$ 15.05	31,304	30,885			
4/1/2013					2% atb	\$ 14.86	30,902
6/30/2013	2% or .35	\$ 15.40	32,032	31,610			
6/29/2014	2% or .50	\$ 15.90	33,072	32,644	2% atb	\$ 15.15	31,520
6/28/2015	2% or .40 (+ merit bonus)	\$ 16.30	33,904	33,468	2% merit or atb	\$ 15.46	32,151
6/26/2016	2% or .45 (+ merit bonus)	\$ 16.75	34,840	34,394	2% atb	\$ 15.77	32,794
6/25/2017	2% or .50 (+ merit bonus)	\$ 17.25	35,880	35,426	2%	\$ 16.08	33,450



In FY18 the SHARE member's income was higher than the non-unit employee's pay by **\$ 1,976**

Totaling the amounts over the 7 years, the SHARE member's pay outpaced the non-unit employee's pay by **\$ 6,931**

### The results

**Higher hourly rate:** SHARE member hourly rate increased to \$17.25 (non-unit increased to \$16.08)

**More annual take-home pay:** The SHARE briefly makes less because of dues, then catches up and pulls ahead, and brought home \$1,976 more this year

**More money in the bank:** Cumulative effect = SHARE member earned \$6,931 more than non-unit employee

**Exact amounts depend on pay rate, but the effect is the same: Higher rate, More take home pay, More money in the bank**