

Through our collective action we won major improvements on wages!

Find Out What Your New Wage Should Be

STEP 1 Find Your Spot on the Wage Scale

1. Determine your **years of experience**

- *For LPNs and CNAs:* The number of years since you got licensed or certified.
- *For everyone else:* The years you've worked in your current job or in a similar job in another healthcare setting. (For example: For cooks, time working as a cook at a different nursing home DOES count toward your experience. But time working as a cook at a restaurant does NOT.)

2. Now **find your spot on the attached wage scale.**

There are separate scales for

- LPNs
- CNAs
- Maintenance/Cooks
- All other employees

STEP 2

Find Your Across-The-Board (ATB) Minimum Raise

And add it to your current wage!

LPNs, CNAs, Cooks	\$1
All other employees	\$0.75

STEP 4

Add on Your Longevity Raise!

Longevity is calculated based on years of SERVICE in your facility, not years of experience.

(So your 12 years of service in your building is what counts, not how much experience you have elsewhere).

10-15 years of experience	\$0.50
15+ years of experience	\$1

STEP 3

Take the higher wage from Step 1 and Step 2

Is your scale increase (from Step 1) or ATB increase (from Step 2) higher? Take the higher wage!

Examples:

- Jane currently makes \$15.75 working as a CNA. Since she has been licensed for 7 years, her scale wage from Step 1 is \$17.00. From the ATB in Step 2, she'd be making \$15.75 + \$1 = \$16.75. Since her scale wage is higher, she gets the scale raise and now makes \$17.
- Alice currently makes \$19 working as a CNA. Since she has been licensed for 23 years, her scale wage from Step 1 is \$18.50. But with the ATB from Step 2, she will be making \$19 + \$1 = \$20. Since the ATB is higher, she gets the ATB and makes \$20.

DO THE MATH!

NUMBER FROM
Step 3

+

LONGEVITY
RAISE FROM
Step 4

=

**Your New
Wage in Your
Paycheck**

Is your wage wrong in your paycheck?

Check your pay stub carefully to make sure that you got the raise you deserve. In some cases, the employer may miscalculate your raise. For example, they may not account for your experience when placing you on the wage scale. **If you suspect your wage in your paycheck is wrong, call the Member Resource Center at 1-800-252-3894 to check. If it is wrong, ask a delegate to go with you to clarify with the administrator what your wage should be.** Get confirmation of when they will address it, retroactive to when it was to be implemented.

On the other hand, if it appears to be a larger problem across your home, reach out to your organizer to plan how to address it through collective action.