

## DOING THE MATH

**HEARST CORP. HAS PROPOSED A 1.5% PAY INCREASE YEAR OVER YEAR FOR FOUR YEARS. THE GUILD CALCULATED WHAT THAT LOOKS LIKE IN EACH PAY CLASSIFICATION (WE ADDED A 5<sup>TH</sup> YEAR JUST BECAUSE):**

*1.5% annual pay raise over five years for the top level of each pay grade (Number of employees in each grade as of Jan. 14, 2013).*

Schedule A (204)

6 yr:  $1255.79 + 18.84 = 1274.63 + 19.12 = 1293.75 + 19.40 = 1313.15 + 19.70 = 1332.85 + 19.99 = 1352.84$

(Monthly raise\*<sup>1</sup>: 1. \$81.64; 2. 82.85; 3. 84.07; 4. 85.37; 5. 86.62)

Schedule B (6)

4 yr:  $783.04 + 11.75 = 794.79 + 11.92 = 806.71 + 12.10 = 818.81 + 12.28 = 831.09 + 12.47 = 843.56$

(Monthly raise\*: 1. 50.92; 2. 51.65; 3. 52.43; 4. 53.21; 5. 54.04)

Schedule C-IX (17)

2 yr:  $1,242.93 + \$18.64 = \$1,261.57 + 18.92 = 1,280.49 + 19.21 = 1,299.67 + 19.50 = 1,319.17 + 19.79 = \$1,338.96$

(Monthly raise\*: 1. \$80.77; 2. 81.99; 3. 83.24; 4. 84.50; 5. 85.76)

Schedule C-VII (16)

2 yr:  $932.20 + 13.98 = 946.18 + 14.19 = 960.37 + 14.41 = 974.78 + 14.62 = 989.40 + 14.84 = 1004.24$

(Monthly raise\*: 1. 60.58; 2. 61.49; 3. 62.44; 4. 63.35; 5. 64.31)

Schedule C-VI (13)

3 yrs:  $870.66 + 13.06 = 883.72 + 13.26 = 896.98 + 13.45 = 910.43 + 13.66 = 924.09 + 13.86 = 937.95$

(Monthly raise\*: 1. 56.59; 2. 57.46; 3. 58.28; 4. 59.19; 5. 60.06)

Schedule C-V (6)

2 yrs:  $745.75 + 11.19 = 755.94 + 11.34 = 767.28 + 11.51 = 778.79 + 11.68 = 790.47 + 11.86 = 802.33$

(Monthly raise\*: 1. 48.49; 2. 49.14; 3. 49.88; 4. 50.61; 5. 51.39)

Schedule C-IV (1)

2yrs:  $704.32 + 10.56 = 714.82 + 10.72 = 725.54 + 10.88 = 736.42 + 11.04 = 747.46 + 11.21 = 758.67$

(Monthly raise\*: 1. 45.76; 2. 46.45; 3. 47.15; 4. 47.84; 5. 48.58)

*Schedule C-III 2 yrs:  $662.90 + 9.94 = 672.84 + 10.09 = 682.93 + 10.24 = 693.17 + 10.40 = 703.57 + 10.55 = 714.12$  (1. 43.07; 2. 43.72; 3. 44.37; 4. 45.07; 5. 45.72)*

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<sup>1</sup> \*monthly raise formula is  $wk\ raise \times 52\ wks / 12\ mos$