

Butler 4/2 Proposal – Examples for On-Scale and Off-Scale Pay Increases

To more clearly illustrate how pay increases would work over the life of the contract, we’re providing examples using fictional employees “Jane” and “George”. Jane is on the RN step scale, and George begins on the scale but moves off scale during the course of the contract.

Example 1: Jane, an RN at Butler who is currently on the 2YR Step

RN/ Graduate Nurse

Date	On Scale % Inc	1	2	3	4	5	6	7	8	Off-Scale	15YR	20YR	25YR	30YR
		STR	3MOS	1YR	2YR	3YR	4YR	5YR	6YR					
4/1/2024	1%	\$32.50	\$33.36	\$34.71	\$36.15	\$37.58	\$39.07	\$40.49	\$41.92	1% every 6 mo.	2%	1%	\$500.00	\$750.00
4 Weeks After Ratification	2%	\$33.15	\$34.03	\$35.40	\$36.87	\$38.33	\$39.85	\$41.30	\$42.76	4%	2%	1%	\$500.00	\$750.00
4/1/2026	1%	\$33.48	\$34.37	\$35.75	\$37.24	\$38.71	\$40.25	\$41.71	\$43.19	2%	2%	1%	\$500.00	\$750.00
4/1/2027	1%	\$33.81	\$34.71	\$36.11	\$37.61	\$39.10	\$40.65	\$42.13	\$43.62	2%	2%	1%	\$500.00	\$750.00
4/1/2028	2%	\$34.49	\$35.40	\$36.83	\$38.36	\$39.88	\$41.46	\$42.97	\$44.49	4%	2%	1%	\$500.00	\$750.00

- Jane currently makes \$36.15 per hour. If the Butler proposal were to be ratified, 4 weeks after contract ratification Jane will move to the new 2YR Step, which is \$36.87 and reflects the 2% across the board scale increase.
- The next year, the pay period of 4/1/2026 Jane will move up one step onto the new 3YR Step, which is \$38.71 - a total of a 4.9% increase. (1% across the board scale increase and 3.9% step increase)
- In 2027, the pay period of 4/1/2027 Jane will move up another step onto the new 4 YR Step, which is \$40.65 - a 5.0% increase. (1% across the board scale increase and 4% step increase)
- In 2028, the pay period of 4/1/2028 Jane will move to the next step onto the new 5YR Step of \$42.97, a total increase of 5.7% (2% across the board scale increase and a 3.7% step increase).
- Over the course of this contract, Jane’s salary has increased 17.6% - an average of 4.4% per year.**

Example 2: George, an RN at Butler who is currently on the 5YR step

RN/ Graduate Nurse

Date	On Scale % Inc	1	2	3	4	5	6	7	8	Off-Scale	15YR	20YR	25YR	30YR
		STR	3MOS	1YR	2YR	3YR	4YR	5YR	6YR					
4/1/2024	1%	\$32.50	\$33.36	\$34.71	\$36.15	\$37.58	\$39.07	\$40.49	\$41.92	1% every 6 mo.	2%	1%	\$500.00	\$750.00
4 Weeks After Ratification	2%	\$33.15	\$34.03	\$35.40	\$36.87	\$38.33	\$39.85	\$41.30	\$42.76	4%	2%	1%	\$500.00	\$750.00
4/1/2026	1%	\$33.48	\$34.37	\$35.75	\$37.24	\$38.71	\$40.25	\$41.71	\$43.19	2%	2%	1%	\$500.00	\$750.00
4/1/2027	1%	\$33.81	\$34.71	\$36.11	\$37.61	\$39.10	\$40.65	\$42.13	\$43.62	2%	2%	1%	\$500.00	\$750.00
4/1/2028	2%	\$34.49	\$35.40	\$36.83	\$38.36	\$39.88	\$41.46	\$42.97	\$44.49	4%	2%	1%	\$500.00	\$750.00

- George currently makes \$40.49/hr. If the Butler proposal were to be ratified, 4 weeks later George will move to the new 5YR Step, which is \$41.30 and reflects the 2% across the board scale increase.
- The next year, the pay period of 4/1/2026 George will move up one step onto the new 6YR Step, which is \$43.19 - a total of a 4.5% increase. (1% across the board scale increase and 3.5% step increase)
- The year after that, the pay period of 4/1/2027 George will move “off-scale” and receive a 2% increase to \$44.06 (2% across the board off-scale increase).
- During the final year of the contract, the pay period of 4/1/2028 George will receive a 4% increase to \$45.83 (4% across the board off-scale increase).
- Over the course of this contract, George’s salary has increased 12.5%.**

The examples above reflect the RN scale only. While % raises are across the board, step increase amounts and number of steps vary by job description. To determine your current position on the scale for your job, check your pay stub on iCare.