



AEEF News and Views

Newsletter of the Association of Employees of the Educational Foundation



November 2009

Calculating Your FY10 Wage Increase

The FY10 wage increase negotiated for members by AEEF is effective starting the two-week period between October 26 and November 6, 2009. Every member of the AEEF will receive a "general" increase of 3.25 percent. "Progression" increases in various amounts are added to this, except for those employees who have exceeded their job category's top range.

Wage ranges for job categories are divided into quartiles, which do not show the exact wage an individual is earning nor the amount of increase an individual will receive, but rather the minimum wage for each position and the ranges used to calculate all applicable increases.

If you want to verify the amount of your raise, follow these steps:

1. Determine your full-time FY10 annual income. A simple way to do this would be to take the gross non-overtime pay for a single paycheck from FY09 (of 80 hours) and multiply that amount by 26 (the number of pay periods in a year). Part-time employees must determine their full-time *equivalent* income for an 80 hour period and multiply *that* amount by 26 (e.g. 20 hour per week employees could simply double their normal bi-weekly amount).
2. Find the quartile where that annual amount falls on your job title's wage range for FY10 (listed as "2009") in Appendix A of the current 2007-2010 contract (Print copies are available

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2009 Elections: November 10-17

Every November, AEEF members vote to choose four of our own to serve as officers—President, Vice President, Secretary and Treasurer—to lead our union for the coming year. In addition, we elect delegates to represent us at the annual CWA International Convention and the CWA District 1 Conference.

The election runs through November 17. The following candidates—nominated by their union co-workers—are seeking your vote to serve as officers and delegates for 2010:

- PRESIDENT—Jordan Weinstein
- VICE PRESIDENT—Olivia Wong
- TREASURER—Ann Lopez
- SECRETARY—Rachel VanCott
- DELEGATES—Eve Lewycky, Bill Pender

Button up for the All-staff!

Remind management that AEEF is a committed partner and a valued part of WGBH.



Thursday, November 19
10:00 am in Calderwood Studio

FY10 Wage Increase *continued from page 1*

from your shop steward or you can download a pdf version at www.AEEF.org). Note that MAG wage ranges restructured after the contract was finalized are not included in the 2007-2010 contract.

3. Depending on which quartile your FY10 salary falls in, the appropriate "progression" increase (2.0% for 1st quartile, 1.5% for the 2nd, 1.0% for the 3rd, 0.5% for 4th, and 0.0% for anything over the range) is added to the FY10 "general" increase of 3.25% for everyone. That total (which will be between 5.25% for those falling in the 1st quartile to a straight 3.25% for those being paid over their range) is the total annual increase amount.

Mark Your Calendar!

Tuesday, November 17
Communication Committee
12 noon, in Gerstein (5S)

Thursday, November 19
WGBH All-staff meeting
10 am in Calderwood Studio

Thursday, November 26
Thanksgiving Day holiday

Friday, November 27
Day after Thanksgiving holiday

December 1, 2009
New officers take office for 2010

Thanksgiving Thoughts

Members give thanks...

...that the dead bird visible from too many windows has finally (almost) disintegrated.

...that Physical Plant has not confiscated my lava lamp.

...that High School Quiz Show was green lit.

...that someone left "Buffy the Vampire Slayer" 7th Season DVDs on the Free Table.

...that Christmas and New Year fall on 3-day weekends