

Scenario #1

Journeyman injured 14 months after starting program. Determined no new wage earning agreement in past 52 weeks. Hourly rate in previous 52 weeks increased from \$24.16 to \$25.64 to \$26.56 per hour. Weekly hours vary between 30 – 50 hours. Employees receive no wages for holidays or vacation days, however does receive wages for limited sick leave. Worker is injured on July 1, 2017.

2016 rules	Current	Option 1	Option 2	Option 3	Option 4	Option 5	Option 6
\$1070.04	\$1004.40	\$1070.04	\$1237.99	\$1237.99	n/a	??	??

Scenario #2

Construction worker injured 2 years after being hired. Determined no new wage earning agreement in past 52 weeks. Hourly rate in previous 52 weeks increase from \$28.00 to \$32.00 per hour. Weekly hours vary between 0 - 70 hours. Worker is injured on March 1, 2018.

2016 rules	Current	Option 1	Option 2	Option 3	Option 4	Option 5	Option 6
\$1352.95	\$1202.76	\$1352.95	\$937.60	\$1202.76	n/a	??	??

Scenario #3

Sales Representative injured 2 years after being hired. 22 weeks prior to the injury she received a promotion to ‘lead worker’. She is still doing her regular duties, but also has some leadership responsibilities and is eligible for incentives and bonuses. At the time of injury, she her monthly regular salary is \$4,200.00. She is eligible for overtime at a rate of \$36.21 hr. Worker is injured on January 2, 2018.

2016 rules	Current	Option 1	Option 2	Option 3	Option 4	Option 5	Option 6
\$1237.78	\$1237.15	\$1237.78	\$1614.95	\$1614.95	n/a	??	??

Scenario #4

Food server is injured 5 months after being hired. He is paid hourly minimum wage and works 25-30 hrs a week. Worker was injured August 1, 2017

2016 rules	Current	Option 1	Option 2	Option 3	Option 4	Option 5	Option 6
\$320	\$315.05	\$320.00	\$328.00	\$328.00	\$328.00	??	??

SCENARIO #1 - DOI July 1, 2017 -- irregular wage calculation, no regular wages

	Reg Hours	Reg Rate	OT Hours	OT Rate	Total Wage
July 2016	160	\$23.26	20	34.89	\$4,419.40
Aug	184	\$23.26	30	34.89	\$5,326.54
Sept	168	\$24.16	34	36.24	\$5,291.04
Oct	168	\$24.16	5	36.24	\$4,240.08
Nov	136	\$24.16	0	36.24	\$3,285.76
Dec	64	\$24.16	0	36.24	\$1,546.24
Jan 2017	160	\$25.64	0	38.46	\$4,102.40
Feb	160	\$25.64	0	38.46	\$4,102.40
Mar	184	\$25.64	4	38.46	\$4,871.60
Apr	160	\$25.64	0	38.46	\$4,102.40
May	176	\$26.56	15	39.84	\$5,272.16
Jun	176	\$26.56	30	39.84	\$5,869.76
	1896		138		\$52,429.78

2016	\$1,070.04	1896 x \$26.56 + 138 x \$39.84
Current	\$1,004.40	\$52,429.78 / 12 / 4.35
Option 1	\$1,070.04	1896 x \$26.56 + 138 x \$39.84
Option 2	\$1,237.99	\$11,141.92 / 9
Option 3	\$1,237.99	> current vs Option 2
Option 4	n/a	
Option 5	??	??
Option 6	??	??

SCENARIO #2 - DOI March 1, 2018 -- irregular wage calculation, no regular wages

	Reg Hrs	Reg Rate	OT Hrs	OT Rate	Total Wage
Mar 2017	170	\$28.00	4	\$42.00	\$4,928.00
Apr	140	\$28.00	0	\$42.00	\$3,920.00
May	184	\$28.00	20	\$42.00	\$5,992.00
Jun	176	\$28.00	30	\$42.00	\$6,188.00
Jul	168	\$28.00	54	\$42.00	\$6,972.00
Aug	192	\$28.00	48	\$42.00	\$7,392.00
Sep	168	\$28.00	40	\$42.00	\$6,384.00
Oct	176	\$28.00	8	\$42.00	\$5,264.00
Nov	160	\$28.00	10	\$42.00	\$4,900.00
Dec	105	\$28.00	0	\$42.00	\$2,940.00
Jan	138	\$32.00	0	\$48.00	\$4,416.00
Feb	100	\$32.00	6	\$48.00	\$3,488.00
	1877		220		\$62,784.00

2016	\$1,352.95	1877 x \$32 + 220 x 48 / 12 / 4.35
Current	\$1,202.76	\$62,784 / 12 / 4.35
Option 1	\$1,352.95	1877 x \$32 + 220 x 48 / 12 / 4.35
Option 2	\$937.60	\$7904 / 8.43
Option 3	\$1,202.76	> current vs Option 2
Option 4	n/a	
Option 5	??	??
Option 6	??	??

SCENARIO #3 - DOI Jan 2, 2018 -- regular & irregular hrly & irregular non-hrly

	Mo Salary	O/T hours	O/T rate	Incent/Bonus	Total Wage
Aug 2017	\$3,800.00	0			\$3,800.00
Sept	\$3,800.00	4	\$32.76		\$3,931.04
Oct	\$4,200.00	0		\$700.00	\$4,900.00
Nov	\$4,200.00	4	\$36.21		\$4,344.84
Dec	\$4,200.00	0		\$5,000.00	\$9,200.00

2016	\$1,237.78	\$4200/4.35 + OT 8*\$36.21/22 weeks + \$5700/22 weeks
Current	\$1,237.15	\$4200/4.35 + OT 4*\$32.76 /22 weeks + OT 4*\$36.21 + \$5700
Option 1	\$1,237.78	\$4200/4.35 + OT 8*\$36.21/22 weeks + \$5700/22 weeks
Option 2	\$1,614.95	\$4200/4.35 + OT 4*\$36.21 + \$5700/9 weeks
Option 3	\$1,614.95	> current vs Option 2
Option 4	n/a	n/a - current method
Option 5	??	??
Option 6	??	??

SCENARIO #4 - DOI Aug 1, 2017 -- irregular hr wage

Avg 32 hours weeks
 4 weeks (128hrs) at \$10.25 x 32 = \$328 wk
 17 weeks (544 hrs) at \$9.75 x 32 = \$312 wk

2016	\$320.00	672 hrs x \$10.25 / 21 weeks
Current	\$315.05	\$6616 / 21 weeks (Note: \$315.05 / 32 = \$9.85 hr..less than min wage)
Option 1	\$320.00	672 hrs x \$10.25 / 21 weeks
Option 2	\$328.00	128 hrs x \$10.25 / 4
Option 3	\$328.00	> current vs Option 2
Option 4	\$328.00	128 hrs x \$10.25 / 4
Option 5	??	??
Option 6	??	??