



Retroactive Pay for workers without a contract for two years.

Retroactive pay is not a bonus or an entitlement, but is negotiated with each contract.

SAHO's final offer includes retroactive pay for employees for year one and year two of the contract, totaling about 10% of an employee's annual salary. (4% for year one 2008-2009, and 4% carried into year two 2009-2010 and the additional 2% for year two 2009-2010).

There is no accumulation of retroactive pay after March 31, 2010.

Employees who retired after April 1, 2008 may apply for retroactive pay that accumulated on hours worked up to March 31, 2010.

For full time employees the retroactive pay may be between \$2,500 to \$10,000.

Visit www.working-together.info to calculate retro pay.



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