Student Wages

Each semester, students are hired for a variety of tasks at the University. This requires a systematic approach to wages and conditions of employment. The following table provides suggested wage rates for students effective January 1, 2018. Determination of rates should be based on the academic qualifications and previous work experience of the student and the nature of the work performed.

<table>
<thead>
<tr>
<th>Semesters Completed</th>
<th>Salary Range (Hourly)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Up to 4 with prior work experience</td>
<td>$14.00 - 15.00</td>
</tr>
<tr>
<td>5 with prior work experience</td>
<td>$15.01 - 16.00</td>
</tr>
<tr>
<td>6 with prior work experience</td>
<td>$16.01 - 17.00</td>
</tr>
<tr>
<td>7 with prior work experience</td>
<td>$17.01 - 18.00</td>
</tr>
<tr>
<td>8 with prior work experience</td>
<td>$18.01 - 19.00</td>
</tr>
</tbody>
</table>

*Please note this wage grid has been temporarily modified to reflect the change in minimum wage and is currently under review.

General

1. The hours of work are seven per day and 35 per week unless otherwise agreed to. The hours of work must not exceed eight in the day or 48 in the week in accordance with The Employment Standards Act; some exceptions are permitted and details can be obtained from Employee Relations at extension 56700.
2. Where an employee works for an employer in excess of 44 hours in any week, he or she will be paid overtime pay for each hour in excess of 44 hours at an amount not less than one and one half times the regular rate of the employee.
3. A longstanding policy requires that University of Guelph students be hired in preference to students of other universities and high schools.
4. Two specific categories of workers are exceptions to the general minimum wage rule. In Ontario, it is legal to pay liquor servers and students under 18 years of age lower wage rates. Further information may be found in the January 1, 2018 Minimum Wage Rate Increase [1] section.
5. These rates are not intended to be used to compensate co-operative education students. Please see explanation below.

Co-operative Education Student Wage Information

The Co-operative Education program at the University of Guelph formally integrates students’ academic studies with work experience in co-operative employer organizations. Co-op students alternate periods of experience in appropriate fields of business, industry, government, and social services with academic study.

The Co-operative Education and Career Services Department conducts an annual survey of student salaries in each discipline. The Co-op Salary Range Survey document, available through Co-operative Education and Career Services is offered to potential employers for informational purposes.

You will notice that many of the salaries are different from the suggested wage rates for summer positions on campus. It is very common for co-op students to be paid different wage rates when working for an organization. One key difference in the work experience is that co-op students prepare an academically approved work term report for the employer.
We would urge you to consider the salary survey information when you prepare offers to co-operative education students. If you have any questions about the information, please feel free to contact Co-operative Education and Career Services at extension 52323.

Source URL: https://www.uoguelph.ca/hr/admins/student-wages

Links
[1] https://www.uoguelph.ca/hr/staff-faculty/pay/january-1-2018-minimum-wage-rate-increase