

**2018-2021 University of Guelph Food Service Employees Association (UGFSEA)
Unit 1 Wage Grid with UPP Adjustment**

Effective May 1, 2018 (1.5% increase)

Porter General Cafeteria Helper	Level 1 Start Rate \$17.01	Level 2 6 months \$17.91	Level 3 12 months \$18.86	Level 4 18 months \$19.85	Job Rate Level 5 24 months \$20.90	Level 6 36 months \$21.10	Level 7 48 months \$21.29
Third (3 rd) Cook	Level 1 Start Rate \$17.42	Level 2 6 months \$18.34	Level 3 12 months \$19.27	Level 4 18 months \$20.34	Job Rate Level 5 24 months \$21.41	Level 6 36 months \$21.64	Level 7 48 months \$21.84
Head Kitchen Porter	Level 1 Start Rate \$18.67	Level 2 6 months \$19.65	Level 3 12 months \$20.71	Level 4 18 months \$21.80	Job Rate Level 5 24 months \$22.93	Level 6 36 months \$23.17	Level 7 48 months \$23.40
Commissary Handler	Level 1 Start Rate \$19.88	Level 2 6 months \$20.94	Level 3 12 months \$22.05	Level 4 18 months \$23.18	Job Rate Level 5 24 months \$24.42	Level 6 36 months \$24.63	Level 7 48 months \$24.89
Second (2 nd) Cook	Level 1 Start Rate \$20.57	Level 2 6 months \$21.65	Level 3 12 months \$22.78	Level 4 18 months \$23.98	Job Rate Level 5 24 months \$25.25	Level 6 36 months \$25.50	Level 7 48 months \$25.75
Head Commissary Handler	Level 1 Start Rate \$20.47	Level 2 6 months \$21.54	Level 3 12 months \$22.69	Level 4 18 months \$23.86	Job Rate Level 5 24 months \$25.09	Level 6 36 months \$25.36	Level 7 48 months \$25.60
First (1 st) Cook Head Cafeteria Helper	Level 1 Start Rate \$22.24	Level 2 6 months \$23.43	Level 3 12 months \$24.65	Level 4 18 months \$25.95	Job Rate Level 5 24 months \$27.29	Level 6 36 months \$27.60	Level 7 48 months \$27.87
Head Cook/Head Baker	Level 1 Start Rate \$25.78	Level 2 6 months \$27.19	Level 3 12 months \$28.56	Level 4 18 months \$30.08	Job Rate Level 5 24 months \$31.66	Level 6 36 months \$32.00	Level 7 48 months \$32.31

Effective May 1, 2019 (1.5% increase)

Porter General Cafeteria Helper	Level 1 Start Rate \$17.27	Level 2 6 months \$18.18	Level 3 12 months \$19.14	Level 4 18 months \$20.15	Job Rate Level 5 24 months \$21.21	Level 6 36 months \$21.42	Level 7 48 months \$21.61
Third (3 rd) Cook	Level 1 Start Rate \$17.68	Level 2 6 months \$18.62	Level 3 12 months \$19.56	Level 4 18 months \$20.65	Job Rate Level 5 24 months \$21.73	Level 6 36 months \$21.96	Level 7 48 months \$22.17
Head Kitchen Porter	Level 1 Start Rate \$18.95	Level 2 6 months \$19.94	Level 3 12 months \$21.02	Level 4 18 months \$22.13	Job Rate Level 5 24 months \$23.27	Level 6 36 months \$23.52	Level 7 48 months \$23.75
Commissary Handler	Level 1 Start Rate \$20.18	Level 2 6 months \$21.25	Level 3 12 months \$22.38	Level 4 18 months \$23.53	Job Rate Level 5 24 months \$24.79	Level 6 36 months \$25.00	Level 7 48 months \$25.26
Second (2 nd) Cook	Level 1 Start Rate \$20.88	Level 2 6 months \$21.97	Level 3 12 months \$23.12	Level 4 18 months \$24.34	Job Rate Level 5 24 months \$25.63	Level 6 36 months \$25.88	Level 7 48 months \$26.14
Head Commissary Handler	Level 1 Start Rate \$20.78	Level 2 6 months \$21.86	Level 3 12 months \$23.03	Level 4 18 months \$24.22	Job Rate Level 5 24 months \$25.47	Level 6 36 months \$25.74	Level 7 48 months \$25.98
First (1 st) Cook Head Cafeteria Helper	Level 1 Start Rate \$22.57	Level 2 6 months \$23.78	Level 3 12 months \$25.02	Level 4 18 months \$26.34	Job Rate Level 5 24 months \$27.70	Level 6 36 months \$28.01	Level 7 48 months \$28.29
Head Cook/Head Baker	Level 1 Start Rate \$26.17	Level 2 6 months \$27.60	Level 3 12 months \$28.99	Level 4 18 months \$30.53	Job Rate Level 5 24 months \$32.13	Level 6 36 months \$32.48	Level 7 48 months \$32.79

Effective May 1, 2020 (1.5% increase)

Porter General Cafeteria Helper	Level 1 Start Rate \$17.53	Level 2 6 months \$18.45	Level 3 12 months \$19.43	Level 4 18 months \$20.45	Job Rate Level 5 24 months \$21.53	Level 6 36 months \$21.74	Level 7 48 months \$21.93
Third (3 rd) Cook	Level 1 Start Rate \$17.95	Level 2 6 months \$18.90	Level 3 12 months \$19.85	Level 4 18 months \$20.96	Job Rate Level 5 24 months \$22.06	Level 6 36 months \$22.29	Level 7 48 months \$22.50
Head Kitchen Porter	Level 1 Start Rate \$19.23	Level 2 6 months \$20.24	Level 3 12 months \$21.34	Level 4 18 months \$22.46	Job Rate Level 5 24 months \$23.62	Level 6 36 months \$23.87	Level 7 48 months \$24.11
Commissary Handler	Level 1 Start Rate \$20.48	Level 2 6 months \$21.57	Level 3 12 months \$22.72	Level 4 18 months \$23.88	Job Rate Level 5 24 months \$25.16	Level 6 36 months \$25.38	Level 7 48 months \$25.64
Second (2 nd) Cook	Level 1 Start Rate \$21.19	Level 2 6 months \$22.30	Level 3 12 months \$23.47	Level 4 18 months \$24.71	Job Rate Level 5 24 months \$26.01	Level 6 36 months \$26.27	Level 7 48 months \$26.53
Head Commissary Handler	Level 1 Start Rate \$21.09	Level 2 6 months \$22.19	Level 3 12 months \$23.38	Level 4 18 months \$24.58	Job Rate Level 5 24 months \$25.85	Level 6 36 months \$26.13	Level 7 48 months \$26.37
First (1 st) Cook Head Cafeteria Helper	Level 1 Start Rate \$22.91	Level 2 6 months \$24.14	Level 3 12 months \$25.40	Level 4 18 months \$26.74	Job Rate Level 5 24 months \$28.12	Level 6 36 months \$28.43	Level 7 48 months \$28.71
Head Cook/Head Baker	Level 1 Start Rate \$26.56	Level 2 6 months \$28.01	Level 3 12 months \$29.42	Level 4 18 months \$30.99	Job Rate Level 5 24 months \$32.61	Level 6 36 months \$32.97	Level 7 48 months \$33.28

Effective July 1, 2021 (1.0% increase, UPP Adjustment)

Porter General Cafeteria Helper	Level 1 Start Rate \$17.71	Level 2 6 months \$18.63	Level 3 12 months \$19.62	Level 4 18 months \$20.65	Job Rate Level 5 24 months \$21.75	Level 6 36 months \$21.96	Level 7 48 months \$22.15
Third (3 rd) Cook	Level 1 Start Rate \$18.13	Level 2 6 months \$19.09	Level 3 12 months \$20.05	Level 4 18 months \$21.17	Job Rate Level 5 24 months \$22.28	Level 6 36 months \$22.51	Level 7 48 months \$22.73
Head Kitchen Porter	Level 1 Start Rate \$19.42	Level 2 6 months \$20.44	Level 3 12 months \$21.55	Level 4 18 months \$22.68	Job Rate Level 5 24 months \$23.86	Level 6 36 months \$24.11	Level 7 48 months \$24.35
Commissary Handler	Level 1 Start Rate \$20.68	Level 2 6 months \$21.79	Level 3 12 months \$22.95	Level 4 18 months \$24.12	Job Rate Level 5 24 months \$25.41	Level 6 36 months \$25.63	Level 7 48 months \$25.90
Second (2 nd) Cook	Level 1 Start Rate \$21.40	Level 2 6 months \$22.52	Level 3 12 months \$23.70	Level 4 18 months \$24.96	Job Rate Level 5 24 months \$26.27	Level 6 36 months \$26.53	Level 7 48 months \$26.80
Head Commissary Handler	Level 1 Start Rate \$21.30	Level 2 6 months \$22.41	Level 3 12 months \$23.61	Level 4 18 months \$24.83	Job Rate Level 5 24 months \$26.11	Level 6 36 months \$26.39	Level 7 48 months \$26.63
First (1 st) Cook Head Cafeteria Helper	Level 1 Start Rate \$23.14	Level 2 6 months \$24.38	Level 3 12 months \$25.65	Level 4 18 months \$27.01	Job Rate Level 5 24 months \$28.40	Level 6 36 months \$28.71	Level 7 48 months \$29.00
Head Cook/Head Baker	Level 1 Start Rate \$26.83	Level 2 6 months \$28.29	Level 3 12 months \$29.71	Level 4 18 months \$31.30	Job Rate Level 5 24 months \$32.94	Level 6 36 months \$33.30	Level 7 48 months \$33.61