

**2021-2024 University of Guelph Food Service Employees Association (UGFSEA)  
Unit 1 Wage Grid with UPP Adjustment**

Effective May 1, 2021 (1.0% increase)

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

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

Porter General Cafeteria Helper	<b>Level 1</b> Start Rate \$17.89	<b>Level 2</b> 6 months \$18.82	<b>Level 3</b> 12 months \$19.82	<b>Level 4</b> 18 months \$20.86	<b>Job Rate</b> <b>Level 5</b> 24 months \$21.97	<b>Level 6</b> 36 months \$22.18	<b>Level 7</b> 48 months \$22.37
Third (3 <sup>rd</sup> ) Cook	<b>Level 1</b> Start Rate \$18.31	<b>Level 2</b> 6 months \$19.28	<b>Level 3</b> 12 months \$20.25	<b>Level 4</b> 18 months \$21.38	<b>Job Rate</b> <b>Level 5</b> 24 months \$22.50	<b>Level 6</b> 36 months \$22.74	<b>Level 7</b> 48 months \$22.96
Head Kitchen Porter	<b>Level 1</b> Start Rate \$19.61	<b>Level 2</b> 6 months \$20.64	<b>Level 3</b> 12 months \$21.77	<b>Level 4</b> 18 months \$22.91	<b>Job Rate</b> <b>Level 5</b> 24 months \$24.10	<b>Level 6</b> 36 months \$24.35	<b>Level 7</b> 48 months \$24.59
Commissary Handler	<b>Level 1</b> Start Rate \$20.89	<b>Level 2</b> 6 months \$22.01	<b>Level 3</b> 12 months \$23.18	<b>Level 4</b> 18 months \$24.36	<b>Job Rate</b> <b>Level 5</b> 24 months \$25.66	<b>Level 6</b> 36 months \$25.89	<b>Level 7</b> 48 months \$26.16
Second (2 <sup>nd</sup> ) Cook	<b>Level 1</b> Start Rate \$21.61	<b>Level 2</b> 6 months \$22.75	<b>Level 3</b> 12 months \$23.94	<b>Level 4</b> 18 months \$25.21	<b>Job Rate</b> <b>Level 5</b> 24 months \$26.53	<b>Level 6</b> 36 months \$26.80	<b>Level 7</b> 48 months \$27.07
Head Commissary Handler	<b>Level 1</b> Start Rate \$21.51	<b>Level 2</b> 6 months \$22.63	<b>Level 3</b> 12 months \$23.85	<b>Level 4</b> 18 months \$25.08	<b>Job Rate</b> <b>Level 5</b> 24 months \$26.37	<b>Level 6</b> 36 months \$26.65	<b>Level 7</b> 48 months \$26.90
First (1 <sup>st</sup> ) Cook Head Cafeteria Helper	<b>Level 1</b> Start Rate \$23.37	<b>Level 2</b> 6 months \$24.62	<b>Level 3</b> 12 months \$25.91	<b>Level 4</b> 18 months \$27.28	<b>Job Rate</b> <b>Level 5</b> 24 months \$28.68	<b>Level 6</b> 36 months \$29.00	<b>Level 7</b> 48 months \$29.29
Head Cook/Head Baker	<b>Level 1</b> Start Rate \$27.10	<b>Level 2</b> 6 months \$28.57	<b>Level 3</b> 12 months \$30.01	<b>Level 4</b> 18 months \$31.61	<b>Job Rate</b> <b>Level 5</b> 24 months \$33.27	<b>Level 6</b> 36 months \$33.63	<b>Level 7</b> 48 months \$33.95

Effective May 1, 2022 (1.0% increase)

Porter General Cafeteria Helper	<b>Level 1</b> Start Rate \$18.07	<b>Level 2</b> 6 months \$19.01	<b>Level 3</b> 12 months \$20.02	<b>Level 4</b> 18 months \$21.07	<b>Job Rate</b> <b>Level 5</b> 24 months \$22.19	<b>Level 6</b> 36 months \$22.40	<b>Level 7</b> 48 months \$22.59
Third (3 <sup>rd</sup> ) Cook	<b>Level 1</b> Start Rate \$18.49	<b>Level 2</b> 6 months \$19.47	<b>Level 3</b> 12 months \$20.45	<b>Level 4</b> 18 months \$21.59	<b>Job Rate</b> <b>Level 5</b> 24 months \$22.73	<b>Level 6</b> 36 months \$22.97	<b>Level 7</b> 48 months \$23.19
Head Kitchen Porter	<b>Level 1</b> Start Rate \$19.81	<b>Level 2</b> 6 months \$20.85	<b>Level 3</b> 12 months \$21.99	<b>Level 4</b> 18 months \$23.14	<b>Job Rate</b> <b>Level 5</b> 24 months \$24.34	<b>Level 6</b> 36 months \$24.59	<b>Level 7</b> 48 months \$24.84
Commissary Handler	<b>Level 1</b> Start Rate \$21.10	<b>Level 2</b> 6 months \$22.23	<b>Level 3</b> 12 months \$23.41	<b>Level 4</b> 18 months \$24.60	<b>Job Rate</b> <b>Level 5</b> 24 months \$25.92	<b>Level 6</b> 36 months \$26.15	<b>Level 7</b> 48 months \$26.42
Second (2 <sup>nd</sup> ) Cook	<b>Level 1</b> Start Rate \$21.83	<b>Level 2</b> 6 months \$22.98	<b>Level 3</b> 12 months \$24.18	<b>Level 4</b> 18 months \$25.46	<b>Job Rate</b> <b>Level 5</b> 24 months \$26.80	<b>Level 6</b> 36 months \$27.07	<b>Level 7</b> 48 months \$27.34
Head Commissary Handler	<b>Level 1</b> Start Rate \$21.73	<b>Level 2</b> 6 months \$22.86	<b>Level 3</b> 12 months \$24.09	<b>Level 4</b> 18 months \$25.33	<b>Job Rate</b> <b>Level 5</b> 24 months \$26.63	<b>Level 6</b> 36 months \$26.92	<b>Level 7</b> 48 months \$27.17
First (1 <sup>st</sup> ) Cook Head Cafeteria Helper	<b>Level 1</b> Start Rate \$23.60	<b>Level 2</b> 6 months \$24.87	<b>Level 3</b> 12 months \$26.17	<b>Level 4</b> 18 months \$27.55	<b>Job Rate</b> <b>Level 5</b> 24 months \$28.97	<b>Level 6</b> 36 months \$29.29	<b>Level 7</b> 48 months \$29.58
Head Cook/Head Baker	<b>Level 1</b> Start Rate \$27.37	<b>Level 2</b> 6 months \$28.86	<b>Level 3</b> 12 months \$30.31	<b>Level 4</b> 18 months \$31.93	<b>Job Rate</b> <b>Level 5</b> 24 months \$33.60	<b>Level 6</b> 36 months \$33.97	<b>Level 7</b> 48 months \$34.29

Effective May 1, 2023 (1.0% increase)

Porter General Cafeteria Helper	<b>Level 1</b> Start Rate \$18.25	<b>Level 2</b> 6 months \$19.20	<b>Level 3</b> 12 months \$20.22	<b>Level 4</b> 18 months \$21.28	<b>Job Rate</b> <b>Level 5</b> 24 months \$22.41	<b>Level 6</b> 36 months \$22.62	<b>Level 7</b> 48 months \$22.82
Third (3 <sup>rd</sup> ) Cook	<b>Level 1</b> Start Rate \$18.67	<b>Level 2</b> 6 months \$19.66	<b>Level 3</b> 12 months \$20.65	<b>Level 4</b> 18 months \$21.81	<b>Job Rate</b> <b>Level 5</b> 24 months \$22.96	<b>Level 6</b> 36 months \$23.20	<b>Level 7</b> 48 months \$23.42
Head Kitchen Porter	<b>Level 1</b> Start Rate \$20.01	<b>Level 2</b> 6 months \$21.06	<b>Level 3</b> 12 months \$22.21	<b>Level 4</b> 18 months \$23.37	<b>Job Rate</b> <b>Level 5</b> 24 months \$24.58	<b>Level 6</b> 36 months \$24.84	<b>Level 7</b> 48 months \$25.09
Commissary Handler	<b>Level 1</b> Start Rate \$21.31	<b>Level 2</b> 6 months \$22.45	<b>Level 3</b> 12 months \$23.64	<b>Level 4</b> 18 months \$24.85	<b>Job Rate</b> <b>Level 5</b> 24 months \$26.18	<b>Level 6</b> 36 months \$26.41	<b>Level 7</b> 48 months \$26.68
Second (2 <sup>nd</sup> ) Cook	<b>Level 1</b> Start Rate \$22.05	<b>Level 2</b> 6 months \$23.21	<b>Level 3</b> 12 months \$24.42	<b>Level 4</b> 18 months \$25.71	<b>Job Rate</b> <b>Level 5</b> 24 months \$27.07	<b>Level 6</b> 36 months \$27.34	<b>Level 7</b> 48 months \$27.61
Head Commissary Handler	<b>Level 1</b> Start Rate \$21.95	<b>Level 2</b> 6 months \$23.09	<b>Level 3</b> 12 months \$24.33	<b>Level 4</b> 18 months \$25.58	<b>Job Rate</b> <b>Level 5</b> 24 months \$26.90	<b>Level 6</b> 36 months \$27.19	<b>Level 7</b> 48 months \$27.44
First (1 <sup>st</sup> ) Cook Head Cafeteria Helper	<b>Level 1</b> Start Rate \$23.84	<b>Level 2</b> 6 months \$25.12	<b>Level 3</b> 12 months \$26.43	<b>Level 4</b> 18 months \$27.83	<b>Job Rate</b> <b>Level 5</b> 24 months \$29.26	<b>Level 6</b> 36 months \$29.58	<b>Level 7</b> 48 months \$29.88
Head Cook/Head Baker	<b>Level 1</b> Start Rate \$27.64	<b>Level 2</b> 6 months \$29.15	<b>Level 3</b> 12 months \$30.61	<b>Level 4</b> 18 months \$32.25	<b>Job Rate</b> <b>Level 5</b> 24 months \$33.94	<b>Level 6</b> 36 months \$34.31	<b>Level 7</b> 48 months \$34.63