

## 2024-2027 University of Guelph Food Service Employees Association (UGFSEA) Unit 1 Wage Grid

Effective May 1, 2024 (3.75% increase)

Third (3 <sup>rd</sup> ) Cook Porter General Cafeteria Helper	<b>Level 1</b> Start Rate \$19.95	<b>Level 2</b> 6 months \$21.01	<b>Level 3</b> 12 months \$22.07	<b>Level 4</b> 18 months \$23.30	<b>Job Rate</b> <b>Level 5</b> 24 months \$24.54	<b>Level 6</b> 36 months \$24.80	<b>Level 7</b> 48 months \$25.02
Head Kitchen Porter	<b>Level 1</b> Start Rate \$21.38	<b>Level 2</b> 6 months \$22.50	<b>Level 3</b> 12 months \$23.74	<b>Level 4</b> 18 months \$24.97	<b>Job Rate</b> <b>Level 5</b> 24 months \$26.27	<b>Level 6</b> 36 months \$26.55	<b>Level 7</b> 48 months \$26.81
Commissary Handler	<b>Level 1</b> Start Rate \$22.77	<b>Level 2</b> 6 months \$23.99	<b>Level 3</b> 12 months \$25.26	<b>Level 4</b> 18 months \$26.56	<b>Job Rate</b> <b>Level 5</b> 24 months \$27.98	<b>Level 6</b> 36 months \$28.22	<b>Level 7</b> 48 months \$28.51
Second (2 <sup>nd</sup> ) Cook	<b>Level 1</b> Start Rate \$23.56	<b>Level 2</b> 6 months \$24.81	<b>Level 3</b> 12 months \$26.09	<b>Level 4</b> 18 months \$27.47	<b>Job Rate</b> <b>Level 5</b> 24 months \$28.93	<b>Level 6</b> 36 months \$29.22	<b>Level 7</b> 48 months \$29.51
Head Commissary Handler	<b>Level 1</b> Start Rate \$23.46	<b>Level 2</b> 6 months \$24.67	<b>Level 3</b> 12 months \$26.00	<b>Level 4</b> 18 months \$27.34	<b>Job Rate</b> <b>Level 5</b> 24 months \$28.75	<b>Level 6</b> 36 months \$29.06	<b>Level 7</b> 48 months \$29.32
First (1 <sup>st</sup> ) Cook Head Cafeteria Helper	<b>Level 1</b> Start Rate \$25.48	<b>Level 2</b> 6 months \$26.84	<b>Level 3</b> 12 months \$28.24	<b>Level 4</b> 18 months \$29.73	<b>Job Rate</b> <b>Level 5</b> 24 months \$31.27	<b>Level 6</b> 36 months \$31.61	<b>Level 7</b> 48 months \$31.93
Head Cook/Head Baker	<b>Level 1</b> Start Rate \$29.54	<b>Level 2</b> 6 months \$31.15	<b>Level 3</b> 12 months \$32.71	<b>Level 4</b> 18 months \$34.47	<b>Job Rate</b> <b>Level 5</b> 24 months \$36.27	<b>Level 6</b> 36 months \$36.67	<b>Level 7</b> 48 months \$37.01

Effective May 1, 2025 (3.50% increase)

Third (3 <sup>rd</sup> ) Cook Porter General Cafeteria Helper	<b>Level 1</b> Start Rate \$20.65	<b>Level 2</b> 6 months \$21.75	<b>Level 3</b> 12 months \$22.84	<b>Level 4</b> 18 months \$24.12	<b>Job Rate</b> <b>Level 5</b> 24 months \$25.40	<b>Level 6</b> 36 months \$25.67	<b>Level 7</b> 48 months \$25.90
Head Kitchen Porter	<b>Level 1</b> Start Rate \$22.13	<b>Level 2</b> 6 months \$23.29	<b>Level 3</b> 12 months \$24.57	<b>Level 4</b> 18 months \$25.84	<b>Job Rate</b> <b>Level 5</b> 24 months \$27.19	<b>Level 6</b> 36 months \$27.48	<b>Level 7</b> 48 months \$27.75
Commissary Handler	<b>Level 1</b> Start Rate \$23.57	<b>Level 2</b> 6 months \$24.83	<b>Level 3</b> 12 months \$26.14	<b>Level 4</b> 18 months \$27.49	<b>Job Rate</b> <b>Level 5</b> 24 months \$28.96	<b>Level 6</b> 36 months \$29.21	<b>Level 7</b> 48 months \$29.51
Second (2 <sup>nd</sup> ) Cook	<b>Level 1</b> Start Rate \$24.38	<b>Level 2</b> 6 months \$25.68	<b>Level 3</b> 12 months \$27.00	<b>Level 4</b> 18 months \$28.43	<b>Job Rate</b> <b>Level 5</b> 24 months \$29.94	<b>Level 6</b> 36 months \$30.24	<b>Level 7</b> 48 months \$30.54
Head Commissary Handler	<b>Level 1</b> Start Rate \$24.28	<b>Level 2</b> 6 months \$25.53	<b>Level 3</b> 12 months \$26.91	<b>Level 4</b> 18 months \$28.30	<b>Job Rate</b> <b>Level 5</b> 24 months \$29.76	<b>Level 6</b> 36 months \$30.08	<b>Level 7</b> 48 months \$30.35
First (1 <sup>st</sup> ) Cook Head Cafeteria Helper	<b>Level 1</b> Start Rate \$26.37	<b>Level 2</b> 6 months \$27.78	<b>Level 3</b> 12 months \$29.23	<b>Level 4</b> 18 months \$30.77	<b>Job Rate</b> <b>Level 5</b> 24 months \$32.26	<b>Level 6</b> 36 months \$32.72	<b>Level 7</b> 48 months \$33.05
Head Cook/Head Baker	<b>Level 1</b> Start Rate \$30.57	<b>Level 2</b> 6 months \$32.24	<b>Level 3</b> 12 months \$33.85	<b>Level 4</b> 18 months \$35.68	<b>Job Rate</b> <b>Level 5</b> 24 months \$37.54	<b>Level 6</b> 36 months \$37.95	<b>Level 7</b> 48 months \$38.31

Effective May 1, 2026 (3.0% increase)

Third (3 <sup>rd</sup> ) Cook Porter General Cafeteria Helper	<b>Level 1</b> Start Rate \$21.27	<b>Level 2</b> 6 months \$22.40	<b>Level 3</b> 12 months \$23.53	<b>Level 4</b> 18 months \$24.84	<b>Job Rate</b> <b>Level 5</b> 24 months \$26.16	<b>Level 6</b> 36 months \$26.44	<b>Level 7</b> 48 months \$26.68
Head Kitchen Porter	<b>Level 1</b> Start Rate \$22.79	<b>Level 2</b> 6 months \$23.99	<b>Level 3</b> 12 months \$25.31	<b>Level 4</b> 18 months \$26.62	<b>Job Rate</b> <b>Level 5</b> 24 months \$28.01	<b>Level 6</b> 36 months \$28.30	<b>Level 7</b> 48 months \$28.58
Commissary Handler	<b>Level 1</b> Start Rate \$24.28	<b>Level 2</b> 6 months \$25.57	<b>Level 3</b> 12 months \$26.92	<b>Level 4</b> 18 months \$28.31	<b>Job Rate</b> <b>Level 5</b> 24 months \$29.83	<b>Level 6</b> 36 months \$30.09	<b>Level 7</b> 48 months \$30.40
Second (2 <sup>nd</sup> ) Cook	<b>Level 1</b> Start Rate \$25.11	<b>Level 2</b> 6 months \$26.45	<b>Level 3</b> 12 months \$27.81	<b>Level 4</b> 18 months \$29.28	<b>Job Rate</b> <b>Level 5</b> 24 months \$30.84	<b>Level 6</b> 36 months \$31.15	<b>Level 7</b> 48 months \$31.46
Head Commissary Handler	<b>Level 1</b> Start Rate \$25.01	<b>Level 2</b> 6 months \$26.30	<b>Level 3</b> 12 months \$27.72	<b>Level 4</b> 18 months \$29.15	<b>Job Rate</b> <b>Level 5</b> 24 months \$30.65	<b>Level 6</b> 36 months \$30.98	<b>Level 7</b> 48 months \$31.26
First (1 <sup>st</sup> ) Cook Head Cafeteria Helper	<b>Level 1</b> Start Rate \$27.16	<b>Level 2</b> 6 months \$28.61	<b>Level 3</b> 12 months \$30.11	<b>Level 4</b> 18 months \$31.69	<b>Job Rate</b> <b>Level 5</b> 24 months \$33.33	<b>Level 6</b> 36 months \$33.70	<b>Level 7</b> 48 months \$34.04
Head Cook/Head Baker	<b>Level 1</b> Start Rate \$31.49	<b>Level 2</b> 6 months \$33.21	<b>Level 3</b> 12 months \$34.87	<b>Level 4</b> 18 months \$36.75	<b>Job Rate</b> <b>Level 5</b> 24 months \$38.67	<b>Level 6</b> 36 months \$39.09	<b>Level 7</b> 48 months \$39.46