

**TENTATIVELY AGREED**  
**ARTICLE XX – COMPENSATION**

The Parties tentatively agree to include the following Article in a collective agreement. It is understood that final agreement is subject to ratification of the Parties' respective principals following tentative agreement on all matters. Article numbering, including any Article cross-referencing, is subject to change following agreement on all matters. The Parties reserve the right to amend or withdraw any proposal herein prior to reaching a complete tentative agreement with CUPE, or to correct an error or omission.

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**XX.01 Equal Pay**

The Employer agrees to comply with its obligations in accordance with the equal pay for equal work provisions of the *Employment Standards Act, 2000, S.O. 2000, c.41*.

**XX.02 Wages**

The job classifications and wage rates are as set out in Schedule "A" (Wage Grid) and Schedule "B" (Community Advisor Stipends).

**XX.03 Method of Payment**

- (a) The HRIS pay frequency is bi-weekly for all Employees.
- (b) The wage rates set out in Schedule "A" (Wage Grid) and Stipends set out in Schedule "B" (Community Advisor Stipends) attached hereto and forming part of this Collective Agreement shall be paid to members of the Bargaining Unit as applicable bi-weekly, directly into a Canadian bank account of the Employee's choice.
- (c) Roles that are paid an hourly wage rate are paid one week in arrears.
- (d) Roles that are paid a Stipend rather than an hourly wage rate are paid in equal installments on the University's first twenty (20) regular pay dates between August 1 and April 30, unless specified otherwise in Schedule "B" (Community Advisor Stipends).
- (e) At the time of each pay, Employees will be provided electronic access to an itemized statement of earnings and deductions.
- (f) Employees may be required to submit a record of their time worked, including training, for approval by their Supervisor.
- (g) Where, on an Employee's pay deposit, there is a shortage in a gross amount of up to \$50.00, or an overage in a gross amount of up to \$50.00, the Employer shall account for such shortage or overage on the next pay deposit. Any shortage above this amount shall be accounted for in the interim pay period. Any

overpayment in excess of \$50.00 will be communicated to the Employee to establish a mutually agreeable repayment plan.

**For the Union:**

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Mitchell Lupa President, CUPE Local 3906	Date
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Caleb Smolenaars Lead Steward, CUPE Local 3906	Date
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**For the University:**

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Maggie Pooran Lead Spokesperson, Executive Director, Health, Safety, Wellbeing & Labour Relations	Date
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Chris Eley Acting Director, Housing & Conference Services & Chair, University Bargaining Team	Date
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