

SCHEDULE A - CLASSIFICATIONS AND WAGE RATES

Effective - September 1, 2010 - August 31, 2012

CLASSIFICATION	LEVEL 1	LEVEL 2
Grader/Marker	\$ 12.97/hr.	\$14.26/hr.
Teaching Assistant/Demonstrator/Tutor/Seminar Leader	\$17.57/hr.	\$19.32/hr.
Lecturer/Instructor	See Note No. 3	
Distance Education Instructor	See Note No. 4	

Note No. 1 - Level:

The rate of pay for any given position is based on the posted classification and level of the position (see Clause 15.1.1) and not any given student's/ employee's academic credentials.

Level 1 rates of pay are applicable where an Undergraduate Degree is not a job requirement.

Level 2 rates of pay are applicable where a minimum of an Undergraduate Degree or equivalent is a job requirement.

Note No. 2 - Vacation Pay:

Add 6% to the foregoing hourly rates of pay for Vacation Pay in accordance with Clause 14.5.3 of the Collective Agreement.

Note No. 3 - Lecturer/Instructor:

The course and hourly rates of pay and other conditions which apply to the Lecturer/Instructor classification are as follows:

(1) Regular Session - six (6) hour credit course

Level 1 \$8,020.32 minimum course rate*/\$23.87 minimum hourly rate

Level 2 \$8,746.08 minimum course rate*/\$26.03 minimum hourly rate

* Course rate is based on 336 hours of work.

* Seniority to be credited is 336 hours.

(2) **Regular Session - three (3) hour credit course**

Level 1 \$4,010.16 minimum course rate*/\$23.87 minimum hourly rate

Level 2 \$4,373.04 minimum course rate*/\$26.03 minimum hourly rate

* Course rate is based on 168 hours of work.

* Seniority to be credited is 168 hours.

(3) **(a) Summer Day Session, Summer Evening Session (2011) - six (6) hour credit course**

Level 1 \$6,993.91 minimum course rate*/\$23.87 minimum hourly rate

Level 2 \$7,626.79 minimum course rate*/\$26.03 minimum hourly rate

* Course rate is based on 293 hours of work.

* Seniority to be credited is 336 hours.

(b) Summer Day Session, Summer Evening Session (2012) - six (6) hour credit course

Level 1 \$8,020.32 minimum course rate*/\$23.87 minimum hourly rate

Level 2 \$8,746.08 minimum course rate*/\$26.03 minimum hourly rate

* Course rate is based on 336 hours of work.

* Seniority to be credited is 336 hours.

(4) **(a) Summer Day Session, Summer Evening Session (2011) - three (3) hour credit course**

Level 1 \$3,496.96 minimum course rate*/\$23.87 minimum hourly rate

Level 2 \$3,813.40 minimum course rate*/\$26.03 minimum hourly rate

* Course rate is based on 146.5 hours of work.

* Seniority to be credited is 168 hours.

(b) Summer Day Session, Summer Evening Session (2012) - three (3) hour credit course

Level 1 \$4,010.16 minimum course rate*/\$23.87 minimum hourly rate

Level 2 \$4,373.04 minimum course rate*/\$26.03 minimum hourly rate

*** Course rate is based on 168 hours of work.**

*** Seniority to be credited is 168 hours.**

- (5) Positions associated with courses having credit hours other than the foregoing shall be paid in accordance with the hourly rates of Level 1 - \$23.87 per hour or Level 2 - \$26.03 per hour as is applicable with a minimum number of total hours of work pro-rated on the basis of 56 hours of work per course credit hour for courses in the regular session and 56 hours of work per course credit hour for courses in other sessions except 48.8 hours of work per course credit hour for courses in all other sessions in 2011.**

*** Seniority to be credited is 56 hours per course credit hour.**

- (6) The course rate of pay represents total payment for all work required of a Lecturer/Instructor including preparation time, classroom contact time, follow-up of grade appeals and all other time required.**
- (7) Both the course rate and hourly rate of pay are inclusive of vacation pay and all other pay associated with the course/position.**
- (8) The course rate of pay shall be paid in equal bi-weekly installments over the duration of the employment appointment.**
- (9) For purposes of seniority only the number of seniority hours indicated shall apply.**
- (10) Where an employee in a Lecturer/Instructor position accepts another appointment/position with the University, the hours of work per day or per week per appointment/position shall be considered separate and distinct from one another for the purpose of determining when overtime shall apply - see also Clause 14.3.2.**