

Understanding Your Salary

This fact sheet provides information for Office of the Provincial Advocate for Children and Youth (OPACY) members on the salary provisions contained within your 2014-2018 Collective Agreement.

Salary Increases

Your salary is based upon the classification of your position. The OPACY AMAPCEO Collective Agreement's Salary Schedule sets the salary range for each classification, with a minimum and a maximum.

The 2014-2018 Collective Agreement includes across the board (ATB) salary increases for all permanent (i.e. "classified"), and temporary (i.e. "unclassified") employees in the third and fourth year of the agreement.

April 1, 2014: 0%

April 1, 2015: 0%

April 1, 2016: 1.4% ATB

April 1, 2017: 1.4% ATB

The ATB increase is applied to individual salary rates, as well as the minimum and maximum of the salary ranges of all classifications.

How the ATB affects you depends on where you are in your salary range:

- If you are *below the maximum* of your salary range on March 31, the April 1 increase will be applied to both your salary and to the maximum of the salary range. You will continue to be eligible for a step adjustment on your next anniversary date.
- If you are *at the maximum* of your salary range on March 31, the ATB will be applied to both your salary and to the maximum of the salary range. You will remain at the maximum of the salary range and will not be eligible for a step adjustment on your next anniversary date.

Step Adjustments

If you are within your salary range, you will receive an annual pay increase (called a step adjustment) of 3% coinciding with your anniversary date. Note this step adjustment is automatic and is not tied to your annual performance review.

If your step adjustment causes your salary to exceed the salary maximum, the excess amount will be paid out to you as a lump-sum bonus. Any lump sum received will not increase your base salary beyond the maximum salary range.

If you are at the maximum of your salary, you are not entitled to a step adjustment. However, when you reach five years of service, you will be granted a one-time allotment of an extra two days of vacation in addition to your yearly allotment, and you will receive the same again at 10 years of service.

Questions?

Please direct any questions to an AMAPCEO OPACY [Workplace Representative](#). A complete list of Workplace Representatives can be found on the AMAPCEO website at www.amapceo.on.ca