

## Understanding Your Salary and Salary Grid

This fact sheet provides information for AMAPCEO Waypoint members on the salary and salary grid provisions in your Collective Agreement.

### Salary

Your salary range is based on the classification of your position. The Collective Agreement's Article 44 (Salary) set the salary range for each classification, with a minimum and a maximum. The salary increases under the 2014-2018 collective agreement are as follows:

- April 1, 2014 -- 1.4%
- April 1, 2015 -- 1.4%
- April 1, 2016 -- 1.4%
- April 1, 2017 -- 1.4%

### Salary Grid

Article 45 (Grid Progression) permits employees who are within their salary range to progress through the salary grid from “minimum”, to step 1, step 2, step 3, and “maximum”.

Full-time employees will progress annually on the salary grid on their anniversary date, unless on an unpaid leave of absence exceeding 30 days.

Temporary employees also progress on the salary grid, on the basis of one (1) year of service for each 1885 hours worked.

Employees will continue to accumulate service for progression on the salary grid during a pregnancy or parental leave.

### Questions?

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