University of British Columbia
Schedule A - Wage Rates CUPE 116 (other than Technicians and Trades)
Effective April 1, 2025

| PAY GRADE | 37.5 hour week positions | | | | | | 35 hour week positions | | | Food Service Classifications | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Step 1 | | Step 2 | | Step 3 | | Step 1 | Step 2 | Step 3 | Step 1 | | Step 2 | | Step 3 | |
| | Hourly | Monthly | Hourly | Monthly | Hourly | Monthly | Hourly | Hourly | Hourly | Hourly | Monthly | Hourly | Monthly | Hourly | Monthly |
| 1 | 21.34 | 3468 | 22.10 | 3591 | 22.72 | 3692 | | | | 21.55 | 3503 | 22.32 | 3627 | 22.95 | 3729 |
| 2 | 22.10 | 3591 | 22.72 | 3692 | 23.40 | 3803 | 23.63 | 24.29 | 25.02 | 22.32 | 3627 | 22.95 | 3729 | 23.63 | 3841 |
| 3 | 22.72 | 3692 | 23.40 | 3803 | 24.02 | 3904 | | | | 22.95 | 3729 | 23.63 | 3841 | 24.26 | 3943 |
| 4 | 23.40 | 3803 | 24.02 | 3904 | 24.72 | 4017 | | | | 23.63 | 3841 | 24.26 | 3943 | 24.97 | 4057 |
| 5 | 24.02 | 3904 | 24.72 | 4017 | 25.26 | 4105 | 25.68 | 26.43 | 27.01 | 24.26 | 3943 | 24.97 | 4057 | 25.51 | 4146 |
| 6 | 24.72 | 4017 | 25.26 | 4105 | 26.03 | 4230 | | | | 24.97 | 4057 | 25.51 | 4146 | 26.29 | 4272 |
| 7 | 25.50 | 4144 | 26.18 | 4255 | 26.82 | 4358 | 27.26 | 27.99 | 28.67 | 25.76 | 4185 | 26.44 | 4298 | 27.09 | 4402 |
| 8 | 26.18 | 4255 | 26.82 | 4358 | 27.46 | 4462 | 27.99 | 28.67 | 29.36 | 26.44 | 4298 | 27.09 | 4402 | 27.73 | 4507 |
| 9 | 26.41 | 4292 | 27.14 | 4411 | 27.90 | 4534 | 28.24 | 29.02 | 29.83 | | | | | | |
| 10 | 26.54 | 4313 | 27.90 | 4534 | 29.14 | 4735 | 28.38 | 29.83 | 31.15 | 26.81 | 4356 | 28.18 | 4579 | 29.43 | 4782 |
| 11 | 27.90 | 4534 | 29.14 | 4735 | 30.51 | 4958 | 29.83 | 31.15 | 32.62 | 28.18 | 4579 | 29.43 | 4782 | 30.82 | 5008 |
| 12 | 29.14 | 4735 | 30.51 | 4958 | 31.77 | 5162 | 31.15 | 32.62 | 33.96 | 29.43 | 4782 | 30.82 | 5008 | 32.09 | 5214 |
| 13 | 30.51 | 4958 | 31.77 | 5162 | 33.13 | 5384 | 32.62 | 33.96 | 35.42 | 30.82 | 5008 | 32.09 | 5214 | 33.46 | 5438 |
| 14 | 31.77 | 5162 | 33.13 | 5384 | 34.49 | 5604 | 33.96 | 35.42 | 36.87 | 32.09 | 5214 | 33.46 | 5438 | 34.83 | 5660 |
| 15 | 33.13 | 5384 | 34.49 | 5604 | 35.75 | 5810 | 35.42 | 36.87 | 38.22 | | | | | | |
| 16 | 34.49 | 5604 | 35.75 | 5810 | 37.00 | 6013 | 36.87 | 38.22 | 39.56 | | | | | | |
| 17 | 35.75 | 5810 | 37.00 | 6013 | 38.37 | 6235 | 38.22 | 39.56 | 41.02 | | | | | | |
| 18 | 37.00 | 6013 | 38.37 | 6235 | 39.68 | 6448 | 39.56 | 41.02 | 42.42 | | | | | | |
| 19 | 38.37 | 6235 | 39.68 | 6448 | 40.93 | 6651 | 41.02 | 42.42 | 43.76 | | | | | | |
| 20 | 42.49 | 6905 | 44.58 | 7245 | 46.81 | 7607 | 45.43 | 47.66 | 50.05 | | | | | | |
| ASD | 20.59 | 3346 | 21.24 | 3452 | 21.86 | 3552 | | | | | | | | | |

University of British Columbia
Schedule A - Wage Rates CUPE 116 (other than Technicians and Trades)
Effective April 1, 2026

| PAY GRADE | 37.5 hour week positions | | | | | | 35 hour week positions | | | Food Service Classifications | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Step 1 | | Step 2 | | Step 3 | | Step 1 | Step 2 | Step 3 | Step 1 | | Step 2 | | Step 3 | |
| | Hourly | Monthly | Hourly | Monthly | Hourly | Monthly | Hourly | Hourly | Hourly | Hourly | Monthly | Hourly | Monthly | Hourly | Monthly |
| 1 | 21.98 | 3572 | 22.76 | 3699 | 23.4 | 3803 | | | | 22.2 | 3608 | 22.99 | 3736 | 23.63 | 3841 |
| 2 | 22.76 | 3699 | 23.40 | 3803 | 24.1 | 3917 | 24.34 | 25.02 | 25.77 | 22.99 | 3736 | 23.63 | 3841 | 24.34 | 3956 |
| 3 | 23.40 | 3803 | 24.10 | 3917 | 24.74 | 4021 | | | | 23.63 | 3841 | 24.34 | 3956 | 24.99 | 4061 |
| 4 | 24.10 | 3917 | 24.74 | 4021 | 25.46 | 4138 | | | | 24.34 | 3956 | 24.99 | 4061 | 25.71 | 4179 |
| 5 | 24.74 | 4021 | 25.46 | 4138 | 26.02 | 4228 | 26.45 | 27.22 | 27.82 | 24.99 | 4061 | 25.71 | 4179 | 26.28 | 4270 |
| 6 | 25.46 | 4138 | 26.02 | 4228 | 26.81 | 4357 | | | | 25.71 | 4179 | 26.28 | 4270 | 27.08 | 4401 |
| 7 | 26.26 | 4268 | 26.97 | 4383 | 27.62 | 4489 | 28.08 | 28.84 | 29.53 | 26.52 | 4311 | 27.24 | 4427 | 27.90 | 4534 |
| 8 | 26.97 | 4383 | 27.62 | 4489 | 28.28 | 4596 | 28.84 | 29.53 | 30.24 | 27.24 | 4427 | 27.90 | 4534 | 28.56 | 4642 |
| 9 | 27.21 | 4421 | 27.96 | 4543 | 28.74 | 4670 | 29.09 | 29.89 | 30.72 | | | | | | |
| 10 | 27.34 | 4442 | 28.74 | 4670 | 30.01 | 4877 | 29.22 | 30.72 | 32.09 | 27.61 | 4486 | 29.03 | 4717 | 30.31 | 4926 |
| 11 | 28.74 | 4670 | 30.01 | 4877 | 31.43 | 5107 | 30.72 | 32.09 | 33.60 | 29.03 | 4717 | 30.31 | 4926 | 31.74 | 5158 |
| 12 | 30.01 | 4877 | 31.43 | 5107 | 32.72 | 5317 | 32.09 | 33.60 | 34.98 | 30.31 | 4926 | 31.74 | 5158 | 33.05 | 5370 |
| 13 | 31.43 | 5107 | 32.72 | 5317 | 34.13 | 5546 | 33.60 | 34.98 | 36.49 | 31.74 | 5158 | 33.05 | 5370 | 34.47 | 5601 |
| 14 | 32.72 | 5317 | 34.13 | 5546 | 35.52 | 5772 | 34.98 | 36.49 | 37.97 | 33.05 | 5370 | 34.47 | 5601 | 35.88 | 5830 |
| 15 | 34.13 | 5546 | 35.52 | 5772 | 36.82 | 5984 | 36.49 | 37.97 | 39.37 | | | | | | |
| 16 | 35.52 | 5772 | 36.82 | 5984 | 38.11 | 6193 | 37.97 | 39.37 | 40.74 | | | | | | |
| 17 | 36.82 | 5984 | 38.11 | 6193 | 39.52 | 6422 | 39.37 | 40.74 | 42.25 | | | | | | |
| 18 | 38.11 | 6193 | 39.52 | 6422 | 40.87 | 6641 | 40.74 | 42.25 | 43.69 | | | | | | |
| 19 | 39.52 | 6422 | 40.87 | 6641 | 42.16 | 6851 | 42.25 | 43.69 | 45.07 | | | | | | |
| 20 | 43.77 | 7112 | 45.92 | 7462 | 48.22 | 7835 | 46.79 | 49.09 | 51.55 | | | | | | |
| ASD | 21.21 | 3447 | 21.88 | 3556 | 22.51 | 3658 | | | | | | | | | |

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| PAY GRADE | 37.5 hour week positions | | | | | | 35 hour week positions | | | Food Service Classifications | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Step 1 | | Step 2 | | Step 3 | | Step 1 | Step 2 | Step 3 | Step 1 | | Step 2 | | Step 3 | |
| | Hourly | Monthly | Hourly | Monthly | Hourly | Monthly | Hourly | Hourly | Hourly | Hourly | Monthly | Hourly | Monthly | Hourly | Monthly |
| 1 | 22.64 | 3679 | 23.45 | 3810 | 24.1 | 3917 | | | | 22.87 | 3716 | 23.68 | 3848 | 24.34 | 3956 |
| 2 | 23.45 | 3810 | 24.10 | 3917 | 24.83 | 4035 | 25.07 | 25.77 | 26.55 | 23.68 | 3848 | 24.34 | 3956 | 25.08 | 4075 |
| 3 | 24.10 | 3917 | 24.83 | 4035 | 25.49 | 4142 | | | | 24.34 | 3956 | 25.08 | 4075 | 25.74 | 4183 |
| 4 | 24.83 | 4035 | 25.49 | 4142 | 26.23 | 4262 | | | | 25.08 | 4075 | 25.74 | 4183 | 26.49 | 4305 |
| 5 | 25.49 | 4142 | 26.23 | 4262 | 26.80 | 4355 | 27.25 | 28.04 | 28.65 | 25.74 | 4183 | 26.49 | 4305 | 27.07 | 4399 |
| 6 | 26.23 | 4262 | 26.80 | 4355 | 27.62 | 4488 | | | | 26.49 | 4305 | 27.07 | 4399 | 27.90 | 4533 |
| 7 | 27.05 | 4396 | 27.78 | 4514 | 28.46 | 4624 | 28.92 | 29.70 | 30.42 | 27.32 | 4440 | 28.06 | 4559 | 28.74 | 4670 |
| 8 | 27.78 | 4514 | 28.46 | 4624 | 29.13 | 4734 | 29.70 | 30.42 | 31.14 | 28.06 | 4559 | 28.74 | 4670 | 29.42 | 4781 |
| 9 | 28.02 | 4554 | 28.79 | 4679 | 29.60 | 4810 | 29.96 | 30.78 | 31.64 | | | | | | |
| 10 | 28.15 | 4575 | 29.60 | 4810 | 30.91 | 5023 | 30.10 | 31.64 | 33.05 | 28.43 | 4621 | 29.90 | 4858 | 31.22 | 5073 |
| 11 | 29.60 | 4810 | 30.91 | 5023 | 32.37 | 5260 | 31.64 | 33.05 | 34.61 | 29.90 | 4858 | 31.22 | 5073 | 32.69 | 5313 |
| 12 | 30.91 | 5023 | 32.37 | 5260 | 33.70 | 5477 | 33.05 | 34.61 | 36.03 | 31.22 | 5073 | 32.69 | 5313 | 34.04 | 5532 |
| 13 | 32.37 | 5260 | 33.70 | 5477 | 35.15 | 5712 | 34.61 | 36.03 | 37.58 | 32.69 | 5313 | 34.04 | 5532 | 35.50 | 5769 |
| 14 | 33.70 | 5477 | 35.15 | 5712 | 36.58 | 5945 | 36.03 | 37.58 | 39.11 | 34.04 | 5532 | 35.50 | 5769 | 36.95 | 6004 |
| 15 | 35.15 | 5712 | 36.58 | 5945 | 37.93 | 6164 | 37.58 | 39.11 | 40.55 | | | | | | |
| 16 | 36.58 | 5945 | 37.93 | 6164 | 39.26 | 6379 | 39.11 | 40.55 | 41.97 | | | | | | |
| 17 | 37.93 | 6164 | 39.26 | 6379 | 40.71 | 6615 | 40.55 | 41.97 | 43.52 | | | | | | |
| 18 | 39.26 | 6379 | 40.71 | 6615 | 42.09 | 6840 | 41.97 | 43.52 | 45.00 | | | | | | |
| 19 | 40.71 | 6615 | 42.09 | 6840 | 43.43 | 7057 | 43.52 | 45.00 | 46.43 | | | | | | |
| 20 | 45.08 | 7325 | 47.30 | 7686 | 49.66 | 8070 | 48.19 | 50.57 | 53.09 | | | | | | |
| ASD | 21.85 | 3550 | 22.53 | 3662 | 23.19 | 3768 | | | | | | | | | |

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|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Step 1 | | Step 2 | | Step 3 | | Step 1 | Step 2 | Step 3 | Step 1 | | Step 2 | | Step 3 | |
| | Hourly | Monthly | Hourly | Monthly | Hourly | Monthly | Hourly | Hourly | Hourly | Hourly | Monthly | Hourly | Monthly | Hourly | Monthly |
| 1 | 23.32 | 3789 | 24.15 | 3924 | 24.83 | 4035 | | | | 23.55 | 3827 | 24.39 | 3963 | 25.08 | 4075 |
| 2 | 24.15 | 3924 | 24.83 | 4035 | 25.58 | 4156 | 25.82 | 26.55 | 27.34 | 24.39 | 3963 | 25.08 | 4075 | 25.84 | 4198 |
| 3 | 24.83 | 4035 | 25.58 | 4156 | 26.25 | 4266 | | | | 25.08 | 4075 | 25.84 | 4198 | 26.51 | 4309 |
| 4 | 25.58 | 4156 | 26.25 | 4266 | 27.02 | 4390 | | | | 25.84 | 4198 | 26.51 | 4309 | 27.29 | 4434 |
| 5 | 26.25 | 4266 | 27.02 | 4390 | 27.61 | 4486 | 28.07 | 28.88 | 29.51 | 26.51 | 4309 | 27.29 | 4434 | 27.89 | 4531 |
| 6 | 27.02 | 4390 | 27.61 | 4486 | 28.45 | 4623 | | | | 27.29 | 4434 | 27.89 | 4531 | 28.73 | 4669 |
| 7 | 27.86 | 4528 | 28.61 | 4649 | 29.31 | 4763 | 29.79 | 30.59 | 31.34 | 28.14 | 4573 | 28.90 | 4695 | 29.60 | 4811 |
| 8 | 28.61 | 4649 | 29.31 | 4763 | 30.01 | 4876 | 30.59 | 31.34 | 32.08 | 28.90 | 4695 | 29.60 | 4811 | 30.31 | 4925 |
| 9 | 28.87 | 4691 | 29.66 | 4819 | 30.49 | 4954 | 30.86 | 31.70 | 32.59 | | | | | | |
| 10 | 29.00 | 4712 | 30.49 | 4954 | 31.84 | 5174 | 31.00 | 32.59 | 34.04 | 29.29 | 4759 | 30.79 | 5004 | 32.16 | 5226 |
| 11 | 30.49 | 4954 | 31.84 | 5174 | 33.34 | 5418 | 32.59 | 34.04 | 35.64 | 30.79 | 5004 | 32.16 | 5226 | 33.67 | 5472 |
| 12 | 31.84 | 5174 | 33.34 | 5418 | 34.71 | 5641 | 34.04 | 35.64 | 37.11 | 32.16 | 5226 | 33.67 | 5472 | 35.06 | 5697 |
| 13 | 33.34 | 5418 | 34.71 | 5641 | 36.20 | 5883 | 35.64 | 37.11 | 38.70 | 33.67 | 5472 | 35.06 | 5697 | 36.56 | 5942 |
| 14 | 34.71 | 5641 | 36.20 | 5883 | 37.68 | 6123 | 37.11 | 38.70 | 40.28 | 35.06 | 5697 | 36.56 | 5942 | 38.06 | 6184 |
| 15 | 36.20 | 5883 | 37.68 | 6123 | 39.07 | 6349 | 38.70 | 40.28 | 41.77 | | | | | | |
| 16 | 37.68 | 6123 | 39.07 | 6349 | 40.43 | 6570 | 40.28 | 41.77 | 43.22 | | | | | | |
| 17 | 39.07 | 6349 | 40.43 | 6570 | 41.93 | 6813 | 41.77 | 43.22 | 44.82 | | | | | | |
| 18 | 40.43 | 6570 | 41.93 | 6813 | 43.35 | 7045 | 43.22 | 44.82 | 46.35 | | | | | | |
| 19 | 41.93 | 6813 | 43.35 | 7045 | 44.73 | 7269 | 44.82 | 46.35 | 47.82 | | | | | | |
| 20 | 46.43 | 7545 | 48.72 | 7917 | 51.15 | 8312 | 49.64 | 52.09 | 54.68 | | | | | | |
| ASD | 22.50 | 3657 | 23.21 | 3771 | 23.88 | 3881 | | | | | | | | | |