



STRICTLY CONFIDENTIAL
OCAD University/OPSEU Unit 1 Collective Bargaining
Summary: Salary Scales

Bi-Weekly Pay 26
 Hours per year 1820

ATB
 June 1, 2021 1.00%
 June 1, 2022 1.00%
 January 1, 2023 1.00%
 June 1, 2023 1.50%
 January 1, 2024 1.50%

Effective April 1, 2021

GRADES	STEPS						
	1	2	3	4	5	6	7
A1	\$ 18.86	\$ 19.93	\$ 21.10	\$ 22.30	\$ 23.57	\$ 24.48	\$ 25.60
	\$ 1,320.53	\$ 1,395.38	\$ 1,476.94	\$ 1,560.73	\$ 1,650.10	\$ 1,713.29	\$ 1,792.10
	\$ 34,333.83	\$ 36,279.97	\$ 38,400.39	\$ 40,578.96	\$ 42,902.70	\$ 44,545.42	\$ 46,594.53
A2	\$ 22.12	\$ 23.40	\$ 24.74	\$ 26.14	\$ 27.67	\$ 29.30	\$ 30.42
	\$ 1,548.31	\$ 1,637.82	\$ 1,731.66	\$ 1,829.97	\$ 1,937.22	\$ 2,050.76	\$ 2,129.29
	\$ 40,256.04	\$ 42,583.21	\$ 45,023.18	\$ 47,579.33	\$ 50,367.84	\$ 53,319.85	\$ 55,361.45
A3	\$ 25.97	\$ 27.15	\$ 28.41	\$ 29.70	\$ 31.06	\$ 32.45	\$ 33.69
	\$ 1,817.69	\$ 1,900.36	\$ 1,988.62	\$ 2,079.11	\$ 2,174.07	\$ 2,271.27	\$ 2,358.23
	\$ 47,259.83	\$ 49,409.32	\$ 51,704.00	\$ 54,056.84	\$ 56,525.86	\$ 59,052.97	\$ 61,314.09
A4	\$ 29.76	\$ 31.12	\$ 32.55	\$ 34.05	\$ 35.61	\$ 37.25	\$ 39.12
	\$ 2,083.03	\$ 2,178.44	\$ 2,278.52	\$ 2,383.28	\$ 2,492.72	\$ 2,607.77	\$ 2,738.15
	\$ 54,158.84	\$ 56,639.40	\$ 59,241.54	\$ 61,965.30	\$ 64,810.62	\$ 67,801.92	\$ 71,191.96
A5	\$ 34.64	\$ 36.26	\$ 37.95	\$ 39.72	\$ 41.57	\$ 43.50	\$ 45.53
	\$ 2,425.07	\$ 2,538.08	\$ 2,656.35	\$ 2,780.14	\$ 2,909.69	\$ 3,045.28	\$ 3,187.19
	\$ 63,051.73	\$ 65,989.95	\$ 69,065.07	\$ 72,283.51	\$ 75,651.91	\$ 79,177.27	\$ 82,866.93

Effective June 1, 2021

GRADES	STEPS						
	1	2	3	4	5	6	7
A1	\$ 19.05	\$ 20.13	\$ 21.31	\$ 22.52	\$ 23.81	\$ 24.72	\$ 25.86
	\$ 1,333.74	\$ 1,409.34	\$ 1,491.71	\$ 1,576.34	\$ 1,666.61	\$ 1,730.42	\$ 1,810.02
	\$ 34,677.17	\$ 36,642.77	\$ 38,784.39	\$ 40,984.75	\$ 43,331.73	\$ 44,990.87	\$ 47,060.48
A2	\$ 22.34	\$ 23.63	\$ 24.99	\$ 26.40	\$ 27.95	\$ 29.59	\$ 30.72
	\$ 1,563.79	\$ 1,654.19	\$ 1,748.98	\$ 1,848.27	\$ 1,956.60	\$ 2,071.27	\$ 2,150.58
	\$ 40,658.60	\$ 43,009.04	\$ 45,473.41	\$ 48,055.12	\$ 50,871.52	\$ 53,853.05	\$ 55,915.06
A3	\$ 26.23	\$ 27.42	\$ 28.69	\$ 30.00	\$ 31.37	\$ 32.77	\$ 34.03
	\$ 1,835.86	\$ 1,919.36	\$ 2,008.50	\$ 2,099.90	\$ 2,195.81	\$ 2,293.98	\$ 2,381.82
	\$ 47,732.43	\$ 49,903.41	\$ 52,221.04	\$ 54,597.41	\$ 57,091.12	\$ 59,643.50	\$ 61,927.23
A4	\$ 30.06	\$ 31.43	\$ 32.88	\$ 34.39	\$ 35.97	\$ 37.63	\$ 39.51
	\$ 2,103.86	\$ 2,200.22	\$ 2,301.31	\$ 2,407.11	\$ 2,517.64	\$ 2,633.84	\$ 2,765.53
	\$ 54,700.43	\$ 57,205.79	\$ 59,833.96	\$ 62,584.95	\$ 65,458.73	\$ 68,479.94	\$ 71,903.88
A5	\$ 34.99	\$ 36.62	\$ 38.33	\$ 40.11	\$ 41.98	\$ 43.94	\$ 45.99
	\$ 2,449.32	\$ 2,563.46	\$ 2,682.91	\$ 2,807.94	\$ 2,938.79	\$ 3,075.73	\$ 3,219.06
	\$ 63,682.25	\$ 66,649.85	\$ 69,755.72	\$ 73,006.35	\$ 76,408.43	\$ 79,969.04	\$ 83,695.60

Effective June 1, 2022

GRADES	STEPS						
	1	2	3	4	5	6	7
A1	\$ 19.24	\$ 20.33	\$ 21.52	\$ 22.74	\$ 24.05	\$ 24.97	\$ 26.12
	\$ 1,347.07	\$ 1,423.43	\$ 1,506.62	\$ 1,592.10	\$ 1,683.27	\$ 1,747.72	\$ 1,828.12
	\$ 35,023.94	\$ 37,009.20	\$ 39,172.23	\$ 41,394.60	\$ 43,765.05	\$ 45,440.78	\$ 47,531.08
A2	\$ 22.56	\$ 23.87	\$ 25.24	\$ 26.67	\$ 28.23	\$ 29.89	\$ 31.03
	\$ 1,579.43	\$ 1,670.74	\$ 1,766.47	\$ 1,866.76	\$ 1,976.16	\$ 2,091.98	\$ 2,172.09
	\$ 41,065.19	\$ 43,439.13	\$ 45,928.14	\$ 48,535.67	\$ 51,380.24	\$ 54,391.58	\$ 56,474.21
A3	\$ 26.49	\$ 27.69	\$ 28.98	\$ 30.30	\$ 31.68	\$ 33.10	\$ 34.37
	\$ 1,854.22	\$ 1,938.56	\$ 2,028.59	\$ 2,120.90	\$ 2,217.77	\$ 2,316.92	\$ 2,405.63
	\$ 48,209.75	\$ 50,402.44	\$ 52,743.25	\$ 55,143.38	\$ 57,662.03	\$ 60,239.94	\$ 62,546.50
A4	\$ 30.36	\$ 31.75	\$ 33.20	\$ 34.73	\$ 36.33	\$ 38.00	\$ 39.90
	\$ 2,124.90	\$ 2,222.23	\$ 2,324.32	\$ 2,431.18	\$ 2,542.82	\$ 2,660.18	\$ 2,793.19
	\$ 55,247.43	\$ 57,777.85	\$ 60,432.30	\$ 63,210.80	\$ 66,113.32	\$ 69,164.74	\$ 72,622.92
A5	\$ 35.34	\$ 36.99	\$ 38.71	\$ 40.51	\$ 42.40	\$ 44.38	\$ 46.45
	\$ 2,473.81	\$ 2,589.09	\$ 2,709.74	\$ 2,836.02	\$ 2,968.17	\$ 3,106.49	\$ 3,251.25
	\$ 64,319.07	\$ 67,316.35	\$ 70,453.28	\$ 73,736.41	\$ 77,172.51	\$ 80,768.73	\$ 84,532.56

Effective January 1, 2023

GRADES	STEPS						
	1	2	3	4	5	6	7
A1	\$ 19.44	\$ 20.54	\$ 21.74	\$ 22.97	\$ 24.29	\$ 25.22	\$ 26.38
	\$ 1,360.55	\$ 1,437.67	\$ 1,521.69	\$ 1,608.02	\$ 1,700.10	\$ 1,765.20	\$ 1,846.40
	\$ 35,374.18	\$ 37,379.29	\$ 39,563.95	\$ 41,808.55	\$ 44,202.70	\$ 45,895.19	\$ 48,006.39
A2	\$ 22.79	\$ 24.11	\$ 25.49	\$ 26.93	\$ 28.51	\$ 30.18	\$ 31.34
	\$ 1,595.22	\$ 1,687.44	\$ 1,784.13	\$ 1,885.42	\$ 1,995.92	\$ 2,112.90	\$ 2,193.81
	\$ 41,475.84	\$ 43,873.52	\$ 46,387.42	\$ 49,021.03	\$ 51,894.04	\$ 54,935.50	\$ 57,038.95
A3	\$ 26.75	\$ 27.97	\$ 29.27	\$ 30.60	\$ 32.00	\$ 33.43	\$ 34.71
	\$ 1,872.76	\$ 1,957.94	\$ 2,048.87	\$ 2,142.11	\$ 2,239.95	\$ 2,340.09	\$ 2,429.69
	\$ 48,691.85	\$ 50,906.46	\$ 53,270.68	\$ 55,694.81	\$ 58,238.65	\$ 60,842.34	\$ 63,171.97
A4	\$ 30.66	\$ 32.06	\$ 33.54	\$ 35.08	\$ 36.69	\$ 38.38	\$ 40.30
	\$ 2,146.15	\$ 2,244.45	\$ 2,347.56	\$ 2,455.50	\$ 2,568.25	\$ 2,686.78	\$ 2,821.12
	\$ 55,799.90	\$ 58,355.63	\$ 61,036.62	\$ 63,842.91	\$ 66,774.45	\$ 69,856.39	\$ 73,349.15
A5	\$ 35.69	\$ 37.36	\$ 39.10	\$ 40.92	\$ 42.83	\$ 44.82	\$ 46.91
	\$ 2,498.55	\$ 2,614.98	\$ 2,736.84	\$ 2,864.38	\$ 2,997.86	\$ 3,137.55	\$ 3,283.77
	\$ 64,962.26	\$ 67,989.51	\$ 71,157.81	\$ 74,473.77	\$ 77,944.24	\$ 81,576.42	\$ 85,377.89

Effective June 1, 2023

GRADES	STEPS						
	1	2	3	4	5	6	7
A1	\$ 19.73	\$ 20.85	\$ 22.06	\$ 23.32	\$ 24.65	\$ 25.60	\$ 26.77
	\$ 1,380.95	\$ 1,459.23	\$ 1,544.52	\$ 1,632.14	\$ 1,725.61	\$ 1,791.68	\$ 1,874.10
	\$ 35,904.79	\$ 37,939.98	\$ 40,157.41	\$ 42,435.68	\$ 44,865.74	\$ 46,583.62	\$ 48,726.49
		5.67%	5.84%	5.67%	5.73%	3.83%	4.60%
A2	\$ 23.13	\$ 24.47	\$ 25.87	\$ 27.34	\$ 28.94	\$ 30.64	\$ 31.81
	\$ 1,619.15	\$ 1,712.75	\$ 1,810.89	\$ 1,913.71	\$ 2,025.86	\$ 2,144.60	\$ 2,226.71
	\$ 42,097.98	\$ 44,531.62	\$ 47,083.23	\$ 49,756.35	\$ 52,672.45	\$ 55,759.53	\$ 57,894.53
		5.78%	5.73%	5.68%	5.86%	5.86%	3.83%
A3	\$ 27.16	\$ 28.39	\$ 29.71	\$ 31.06	\$ 32.48	\$ 33.93	\$ 35.23
	\$ 1,900.86	\$ 1,987.31	\$ 2,079.61	\$ 2,174.24	\$ 2,273.55	\$ 2,375.19	\$ 2,466.14
	\$ 49,422.23	\$ 51,670.06	\$ 54,069.74	\$ 56,530.23	\$ 59,112.23	\$ 61,754.98	\$ 64,119.55
		4.55%	4.64%	4.55%	4.57%	4.47%	3.83%
A4	\$ 31.12	\$ 32.54	\$ 34.04	\$ 35.60	\$ 37.24	\$ 38.96	\$ 40.91
	\$ 2,178.34	\$ 2,278.11	\$ 2,382.78	\$ 2,492.33	\$ 2,606.77	\$ 2,727.09	\$ 2,863.44
	\$ 56,636.90	\$ 59,230.96	\$ 61,952.17	\$ 64,800.55	\$ 67,776.07	\$ 70,904.24	\$ 74,449.39
		4.58%	4.59%	4.60%	4.59%	4.62%	5.00%
A5	\$ 36.23	\$ 37.92	\$ 39.68	\$ 41.53	\$ 43.47	\$ 45.49	\$ 47.61
	\$ 2,536.03	\$ 2,654.21	\$ 2,777.89	\$ 2,907.34	\$ 3,042.82	\$ 3,184.62	\$ 3,333.02
	\$ 65,936.69	\$ 69,009.35	\$ 72,225.18	\$ 75,590.88	\$ 79,113.40	\$ 82,800.07	\$ 86,658.56
		4.66%	4.66%	4.66%	4.66%	4.66%	4.66%

5.22%

5.46%

4.44%

4.66%

4.66%

Effective January 1, 2024

GRADES	STEPS						
	1	2	3	4	5	6	7
A1	\$ 20.02	\$ 21.16	\$ 22.40	\$ 23.67	\$ 25.02	\$ 25.98	\$ 27.17
	\$ 1,401.67	\$ 1,481.12	\$ 1,567.68	\$ 1,656.62	\$ 1,751.49	\$ 1,818.55	\$ 1,902.21
	\$ 36,443.36	\$ 38,509.08	\$ 40,759.77	\$ 43,072.22	\$ 45,538.73	\$ 47,282.37	\$ 49,457.39
A2	\$ 23.48	\$ 24.83	\$ 26.26	\$ 27.75	\$ 29.38	\$ 31.10	\$ 32.29
	\$ 1,643.44	\$ 1,738.45	\$ 1,838.06	\$ 1,942.41	\$ 2,056.25	\$ 2,176.77	\$ 2,260.11
	\$ 42,729.45	\$ 45,199.59	\$ 47,789.48	\$ 50,502.70	\$ 53,462.54	\$ 56,595.92	\$ 58,762.95
A3	\$ 27.56	\$ 28.82	\$ 30.15	\$ 31.53	\$ 32.97	\$ 34.44	\$ 35.76
	\$ 1,929.37	\$ 2,017.12	\$ 2,110.80	\$ 2,206.85	\$ 2,307.65	\$ 2,410.82	\$ 2,503.13
	\$ 50,163.56	\$ 52,445.11	\$ 54,880.79	\$ 57,378.18	\$ 59,998.91	\$ 62,681.30	\$ 65,081.34
A4	\$ 31.59	\$ 33.03	\$ 34.55	\$ 36.14	\$ 37.80	\$ 39.54	\$ 41.52
	\$ 2,211.02	\$ 2,312.29	\$ 2,418.52	\$ 2,529.71	\$ 2,645.87	\$ 2,767.99	\$ 2,906.39
	\$ 57,486.45	\$ 60,119.42	\$ 62,881.45	\$ 65,772.56	\$ 68,792.71	\$ 71,967.80	\$ 75,566.13
A5	\$ 36.77	\$ 38.49	\$ 40.28	\$ 42.16	\$ 44.12	\$ 46.18	\$ 48.33
	\$ 2,574.07	\$ 2,694.02	\$ 2,819.56	\$ 2,950.95	\$ 3,088.47	\$ 3,232.39	\$ 3,383.02
	\$ 66,925.74	\$ 70,044.49	\$ 73,308.56	\$ 76,724.74	\$ 80,300.10	\$ 84,042.07	\$ 87,958.44



Effective April 1, 2021

GRADES	STEPS						
	1	2	3	4	5	6	7
B1	\$ 29.76	\$ 31.12	\$ 32.55	\$ 34.05	\$ 35.61	\$ 37.25	\$ 39.12
	\$ 2,083.03	\$ 2,178.44	\$ 2,278.52	\$ 2,383.28	\$ 2,492.72	\$ 2,607.77	\$ 2,738.15
	\$ 54,158.84	\$ 56,639.40	\$ 59,241.54	\$ 61,965.30	\$ 64,810.62	\$ 67,801.92	\$ 71,191.96
B2	\$ 34.64	\$ 36.26	\$ 37.95	\$ 39.72	\$ 41.57	\$ 43.50	\$ 45.53
	\$ 2,425.07	\$ 2,538.08	\$ 2,656.35	\$ 2,780.14	\$ 2,909.69	\$ 3,045.28	\$ 3,187.19
	\$ 63,051.73	\$ 65,989.95	\$ 69,065.07	\$ 72,283.51	\$ 75,651.91	\$ 79,177.27	\$ 82,866.93
B3	\$ 40.33	\$ 42.21	\$ 44.18	\$ 46.24	\$ 48.39	\$ 50.65	\$ 53.01
	\$ 2,823.26	\$ 2,954.83	\$ 3,092.52	\$ 3,236.63	\$ 3,387.46	\$ 3,545.32	\$ 3,710.53
	\$ 73,404.82	\$ 76,825.48	\$ 80,405.54	\$ 84,152.46	\$ 88,073.95	\$ 92,178.21	\$ 96,473.69
B4	\$ 43.64	\$ 45.68	\$ 47.81	\$ 50.03	\$ 52.37	\$ 54.81	\$ 57.36
	\$ 3,055.05	\$ 3,197.42	\$ 3,346.42	\$ 3,502.36	\$ 3,665.57	\$ 3,836.39	\$ 4,015.16
	\$ 79,431.34	\$ 83,132.85	\$ 87,006.84	\$ 91,061.37	\$ 95,304.82	\$ 99,746.02	\$ 104,394.19

Effective June 1, 2021

GRADES	STEPS						
	1	2	3	4	5	6	7
B1	\$ 30.06	\$ 31.43	\$ 32.88	\$ 34.39	\$ 35.97	\$ 37.63	\$ 39.51
	\$ 2,103.86	\$ 2,200.22	\$ 2,301.31	\$ 2,407.11	\$ 2,517.64	\$ 2,633.84	\$ 2,765.53
	\$ 54,700.43	\$ 57,205.79	\$ 59,833.96	\$ 62,584.95	\$ 65,458.73	\$ 68,479.94	\$ 71,903.88
B2	\$ 34.99	\$ 36.62	\$ 38.33	\$ 40.11	\$ 41.98	\$ 43.94	\$ 45.99
	\$ 2,449.32	\$ 2,563.46	\$ 2,682.91	\$ 2,807.94	\$ 2,938.79	\$ 3,075.73	\$ 3,219.06
	\$ 63,682.25	\$ 66,649.85	\$ 69,755.72	\$ 73,006.35	\$ 76,408.43	\$ 79,969.04	\$ 83,695.60
B3	\$ 40.74	\$ 42.63	\$ 44.62	\$ 46.70	\$ 48.88	\$ 51.15	\$ 53.54
	\$ 2,851.50	\$ 2,984.37	\$ 3,123.45	\$ 3,269.00	\$ 3,421.33	\$ 3,580.77	\$ 3,747.63
	\$ 74,138.87	\$ 77,593.73	\$ 81,209.60	\$ 84,993.98	\$ 88,954.69	\$ 93,099.99	\$ 97,438.43
B4	\$ 44.08	\$ 46.13	\$ 48.28	\$ 50.53	\$ 52.89	\$ 55.35	\$ 57.93
	\$ 3,085.60	\$ 3,229.39	\$ 3,379.88	\$ 3,537.38	\$ 3,702.23	\$ 3,874.75	\$ 4,055.31
	\$ 80,225.65	\$ 83,964.18	\$ 87,876.91	\$ 91,971.98	\$ 96,257.87	\$ 100,743.48	\$ 105,438.13

Effective June 1, 2022

GRADES	STEPS						
	1	2	3	4	5	6	7
B1	\$ 30.36	\$ 31.75	\$ 33.20	\$ 34.73	\$ 36.33	\$ 38.00	\$ 39.90
	\$ 2,124.90	\$ 2,222.23	\$ 2,324.32	\$ 2,431.18	\$ 2,542.82	\$ 2,660.18	\$ 2,793.19
	\$ 55,247.43	\$ 57,777.85	\$ 60,432.30	\$ 63,210.80	\$ 66,113.32	\$ 69,164.74	\$ 72,622.92
B2	\$ 35.34	\$ 36.99	\$ 38.71	\$ 40.51	\$ 42.40	\$ 44.38	\$ 46.45
	\$ 2,473.81	\$ 2,589.09	\$ 2,709.74	\$ 2,836.02	\$ 2,968.17	\$ 3,106.49	\$ 3,251.25
	\$ 64,319.07	\$ 67,316.35	\$ 70,453.28	\$ 73,736.41	\$ 77,172.51	\$ 80,768.73	\$ 84,532.56
B3	\$ 41.14	\$ 43.06	\$ 45.07	\$ 47.17	\$ 49.36	\$ 51.67	\$ 54.07
	\$ 2,880.01	\$ 3,014.22	\$ 3,154.68	\$ 3,301.69	\$ 3,455.55	\$ 3,616.58	\$ 3,785.11
	\$ 74,880.26	\$ 78,369.67	\$ 82,021.70	\$ 85,843.92	\$ 89,844.24	\$ 94,030.99	\$ 98,412.81
B4	\$ 44.52	\$ 46.60	\$ 48.77	\$ 51.04	\$ 53.42	\$ 55.91	\$ 58.51
	\$ 3,116.46	\$ 3,261.69	\$ 3,413.68	\$ 3,572.76	\$ 3,739.25	\$ 3,913.50	\$ 4,095.87
	\$ 81,027.91	\$ 84,803.82	\$ 88,755.68	\$ 92,891.70	\$ 97,220.45	\$ 101,750.91	\$ 106,492.51

Effective January 1, 2023

GRADES	STEPS						
	1	2	3	4	5	6	7
B1	\$ 30.66	\$ 32.06	\$ 33.54	\$ 35.08	\$ 36.69	\$ 38.38	\$ 40.30
	\$ 2,146.15	\$ 2,244.45	\$ 2,347.56	\$ 2,455.50	\$ 2,568.25	\$ 2,686.78	\$ 2,821.12
	\$ 55,799.90	\$ 58,355.63	\$ 61,036.62	\$ 63,842.91	\$ 66,774.45	\$ 69,856.39	\$ 73,349.15
B2	\$ 35.69	\$ 37.36	\$ 39.10	\$ 40.92	\$ 42.83	\$ 44.82	\$ 46.91
	\$ 2,498.55	\$ 2,614.98	\$ 2,736.84	\$ 2,864.38	\$ 2,997.86	\$ 3,137.55	\$ 3,283.77
	\$ 64,962.26	\$ 67,989.51	\$ 71,157.81	\$ 74,473.77	\$ 77,944.24	\$ 81,576.42	\$ 85,377.89
B3	\$ 41.55	\$ 43.49	\$ 45.52	\$ 47.64	\$ 49.86	\$ 52.18	\$ 54.61
	\$ 2,908.81	\$ 3,044.36	\$ 3,186.23	\$ 3,334.71	\$ 3,490.10	\$ 3,652.74	\$ 3,822.96
	\$ 75,629.06	\$ 79,153.37	\$ 82,841.92	\$ 86,702.36	\$ 90,742.68	\$ 94,971.30	\$ 99,396.94
B4	\$ 44.97	\$ 47.06	\$ 49.25	\$ 51.55	\$ 53.95	\$ 56.47	\$ 59.10
	\$ 3,147.62	\$ 3,294.30	\$ 3,447.82	\$ 3,608.49	\$ 3,776.64	\$ 3,952.63	\$ 4,136.82
	\$ 81,838.19	\$ 85,651.86	\$ 89,643.24	\$ 93,820.62	\$ 98,192.65	\$ 102,768.42	\$ 107,557.44

Effective June 1, 2023

GRADES	STEPS						
	1	2	3	4	5	6	7
B1	\$ 31.12	\$ 32.54	\$ 34.04	\$ 35.60	\$ 37.24	\$ 38.96	\$ 40.91
	\$ 2,178.34	\$ 2,278.11	\$ 2,382.78	\$ 2,492.33	\$ 2,606.77	\$ 2,727.09	\$ 2,863.44
	\$ 56,636.90	\$ 59,230.96	\$ 61,952.17	\$ 64,800.55	\$ 67,776.07	\$ 70,904.24	\$ 74,449.39
B2	\$ 36.23	\$ 37.92	\$ 39.68	\$ 41.53	\$ 43.47	\$ 45.49	\$ 47.61
	\$ 2,536.03	\$ 2,654.21	\$ 2,777.89	\$ 2,907.34	\$ 3,042.82	\$ 3,184.62	\$ 3,333.02
	\$ 65,936.69	\$ 69,009.35	\$ 72,225.18	\$ 75,590.88	\$ 79,113.40	\$ 82,800.07	\$ 86,658.56
B3	\$ 42.18	\$ 44.14	\$ 46.20	\$ 48.35	\$ 50.61	\$ 52.96	\$ 55.43
	\$ 2,952.44	\$ 3,090.03	\$ 3,234.02	\$ 3,384.73	\$ 3,542.45	\$ 3,707.53	\$ 3,880.30
	\$ 76,763.50	\$ 80,340.67	\$ 84,084.55	\$ 88,002.90	\$ 92,103.82	\$ 96,395.87	\$ 100,887.89
B4	\$ 45.64	\$ 47.77	\$ 49.99	\$ 52.32	\$ 54.76	\$ 57.31	\$ 59.98
	\$ 3,194.84	\$ 3,343.72	\$ 3,499.53	\$ 3,662.61	\$ 3,833.29	\$ 4,011.92	\$ 4,198.88
	\$ 83,065.76	\$ 86,936.64	\$ 90,987.89	\$ 95,227.93	\$ 99,665.54	\$ 104,309.95	\$ 109,170.80

Effective January 1, 2024

GRADES	STEPS						
	1	2	3	4	5	6	7
B1	\$ 31.59	\$ 33.03	\$ 34.55	\$ 36.14	\$ 37.80	\$ 39.54	\$ 41.52
	\$ 2,211.02	\$ 2,312.29	\$ 2,418.52	\$ 2,529.71	\$ 2,645.87	\$ 2,767.99	\$ 2,906.39
	\$ 57,486.45	\$ 60,119.42	\$ 62,881.45	\$ 65,772.56	\$ 68,792.71	\$ 71,967.80	\$ 75,566.13
B2	\$ 36.77	\$ 38.49	\$ 40.28	\$ 42.16	\$ 44.12	\$ 46.18	\$ 48.33
	\$ 2,574.07	\$ 2,694.02	\$ 2,819.56	\$ 2,950.95	\$ 3,088.47	\$ 3,232.39	\$ 3,383.02
	\$ 66,925.74	\$ 70,044.49	\$ 73,308.56	\$ 76,724.74	\$ 80,300.10	\$ 84,042.07	\$ 87,958.44
B3	\$ 42.81	\$ 44.81	\$ 46.89	\$ 49.08	\$ 51.37	\$ 53.76	\$ 56.26
	\$ 2,996.73	\$ 3,136.38	\$ 3,282.53	\$ 3,435.50	\$ 3,595.59	\$ 3,763.15	\$ 3,938.51
	\$ 77,914.95	\$ 81,545.78	\$ 85,345.82	\$ 89,322.94	\$ 93,485.38	\$ 97,841.81	\$ 102,401.21
B4	\$ 46.33	\$ 48.48	\$ 50.74	\$ 53.11	\$ 55.58	\$ 58.17	\$ 60.88
	\$ 3,242.76	\$ 3,393.87	\$ 3,552.03	\$ 3,717.55	\$ 3,890.79	\$ 4,072.10	\$ 4,261.86
	\$ 84,311.75	\$ 88,240.69	\$ 92,352.71	\$ 96,656.35	\$ 101,160.52	\$ 105,874.60	\$ 110,808.36



STRICTLY CONFIDENTIAL
OCAD University/OPSEU Unit 1 Collective Bargaining
Summary: Salary Scales

Effective April 1, 2021

GRADES	STEPS						
	1	2	3	4	5	6	7
C1	\$ 40.47	\$ 42.33	\$ 44.28	\$ 46.31	\$ 48.44	\$ 50.67	\$ 53.00
	\$ 2,833.19	\$ 2,963.20	\$ 3,099.76	\$ 3,241.94	\$ 3,390.66	\$ 3,546.86	\$ 3,709.86
	\$ 73,662.84	\$ 77,043.20	\$ 80,593.81	\$ 84,290.33	\$ 88,157.07	\$ 92,218.36	\$ 96,456.43
C2	\$ 43.80	\$ 45.81	\$ 47.92	\$ 50.12	\$ 52.41	\$ 54.83	\$ 57.35
	\$ 3,065.79	\$ 3,206.48	\$ 3,354.25	\$ 3,508.10	\$ 3,669.03	\$ 3,838.06	\$ 4,014.44
	\$ 79,710.55	\$ 83,368.46	\$ 87,210.55	\$ 91,210.54	\$ 95,394.76	\$ 99,789.47	\$ 104,375.51

Effective June 1, 2021

GRADES	STEPS						
	1	2	3	4	5	6	7
C1	\$ 40.88	\$ 42.75	\$ 44.73	\$ 46.78	\$ 48.92	\$ 51.18	\$ 53.53
	\$ 2,861.52	\$ 2,992.83	\$ 3,130.76	\$ 3,274.36	\$ 3,424.56	\$ 3,582.33	\$ 3,746.96
	\$ 74,399.47	\$ 77,813.63	\$ 81,399.75	\$ 85,133.23	\$ 89,038.64	\$ 93,140.54	\$ 97,420.99
C2	\$ 44.23	\$ 46.26	\$ 48.40	\$ 50.62	\$ 52.94	\$ 55.38	\$ 57.92
	\$ 3,096.45	\$ 3,238.54	\$ 3,387.79	\$ 3,543.18	\$ 3,705.72	\$ 3,876.44	\$ 4,054.59
	\$ 80,507.66	\$ 84,202.14	\$ 88,082.66	\$ 92,122.65	\$ 96,348.71	\$ 100,787.36	\$ 105,419.27

Effective June 1, 2022

GRADES	STEPS						
	1	2	3	4	5	6	7
C1	\$ 41.29	\$ 43.18	\$ 45.17	\$ 47.24	\$ 49.41	\$ 51.69	\$ 54.06
	\$ 2,890.13	\$ 3,022.76	\$ 3,162.07	\$ 3,307.10	\$ 3,458.81	\$ 3,618.15	\$ 3,784.43
	\$ 75,143.46	\$ 78,591.77	\$ 82,213.75	\$ 85,984.56	\$ 89,929.03	\$ 94,071.95	\$ 98,395.20
C2	\$ 44.68	\$ 46.73	\$ 48.88	\$ 51.12	\$ 53.47	\$ 55.93	\$ 58.50
	\$ 3,127.41	\$ 3,270.93	\$ 3,421.67	\$ 3,578.61	\$ 3,742.78	\$ 3,915.20	\$ 4,095.13
	\$ 81,312.74	\$ 85,044.16	\$ 88,963.49	\$ 93,043.88	\$ 97,312.20	\$ 101,795.23	\$ 106,473.46

Effective January 1, 2023

GRADES	STEPS						
	1	2	3	4	5	6	7
C1	\$ 41.70	\$ 43.61	\$ 45.62	\$ 47.72	\$ 49.91	\$ 52.20	\$ 54.60
	\$ 2,919.03	\$ 3,052.99	\$ 3,193.69	\$ 3,340.17	\$ 3,493.40	\$ 3,654.33	\$ 3,822.28
	\$ 75,894.89	\$ 79,377.69	\$ 83,035.89	\$ 86,844.41	\$ 90,828.32	\$ 95,012.67	\$ 99,379.15
C2	\$ 45.12	\$ 47.19	\$ 49.37	\$ 51.63	\$ 54.00	\$ 56.49	\$ 59.09
	\$ 3,158.69	\$ 3,303.64	\$ 3,455.89	\$ 3,614.40	\$ 3,780.20	\$ 3,954.35	\$ 4,136.08
	\$ 82,125.87	\$ 85,894.60	\$ 89,853.12	\$ 93,974.32	\$ 98,285.32	\$ 102,813.18	\$ 107,538.19

Effective June 1, 2023

GRADES	STEPS						
	1	2	3	4	5	6	7
C1	\$ 42.33	\$ 44.27	\$ 46.31	\$ 48.43	\$ 50.65	\$ 52.99	\$ 55.42
	\$ 2,962.82	\$ 3,098.78	\$ 3,241.59	\$ 3,390.27	\$ 3,545.80	\$ 3,709.15	\$ 3,879.61
	\$ 77,033.31	\$ 80,568.36	\$ 84,281.43	\$ 88,147.08	\$ 92,190.74	\$ 96,437.86	\$ 100,869.84
C2	\$ 45.80	\$ 47.90	\$ 50.11	\$ 52.41	\$ 54.81	\$ 57.34	\$ 59.97
	\$ 3,206.07	\$ 3,353.19	\$ 3,507.73	\$ 3,668.61	\$ 3,836.91	\$ 4,013.67	\$ 4,198.13
	\$ 83,357.76	\$ 87,183.02	\$ 91,200.92	\$ 95,383.93	\$ 99,759.60	\$ 104,355.38	\$ 109,151.26

Effective January 1, 2024

GRADES	STEPS						
	1	2	3	4	5	6	7
C1	\$ 42.96	\$ 44.93	\$ 47.00	\$ 49.16	\$ 51.41	\$ 53.78	\$ 56.25
	\$ 3,007.26	\$ 3,145.27	\$ 3,290.22	\$ 3,441.13	\$ 3,598.98	\$ 3,764.79	\$ 3,937.80
	\$ 78,188.81	\$ 81,776.89	\$ 85,545.65	\$ 89,469.29	\$ 93,573.60	\$ 97,884.43	\$ 102,382.89
C2	\$ 46.49	\$ 48.62	\$ 50.86	\$ 53.19	\$ 55.64	\$ 58.20	\$ 60.87
	\$ 3,254.16	\$ 3,403.49	\$ 3,560.34	\$ 3,723.64	\$ 3,894.46	\$ 4,073.87	\$ 4,261.10
	\$ 84,608.13	\$ 88,490.77	\$ 92,568.93	\$ 96,814.69	\$ 101,255.99	\$ 105,920.71	\$ 110,788.53