

OPSEU Salary Scales
Effective July 1, 2009 – June 30, 2010

Grade	Minimum	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
1	26,701.87	27,502.92	28,327.96	29,177.85	30,053.18	30,954.78			
2	28,571.00	29,428.13	30,310.92	31,220.30	32,156.91	33,121.62			
3	30,570.97	31,488.10	32,432.69	33,405.73	34,407.89	35,440.13			
4	32,710.93	33,692.26	34,702.97	35,744.13	36,816.44	37,920.94			
5	35,000.70	36,050.72	37,132.18	38,246.21	39,393.59	40,575.40	41,792.66		
6	37,450.75	38,574.27	39,731.43	40,923.45	42,151.14	43,415.68	44,718.15		
7	40,072.30	41,274.47	42,512.64	43,788.09	45,101.72	46,454.78	47,848.42		
8	42,877.36	44,163.68	45,488.52	46,853.26	48,258.84	49,706.61	51,197.81		
9	45,878.78	47,255.14	48,672.72	50,132.99	51,636.96	53,186.08	54,781.65		
10	49,090.29	50,563.00	52,079.81	53,642.30	55,251.55	56,909.10	58,616.37		
11	52,526.61	54,102.41	55,725.39	57,397.26	59,119.16	60,892.74	62,719.51		
12	56,203.47	57,889.58	59,626.17	61,415.06	63,257.50	65,155.23	67,109.88	69,123.18	71,196.88
13	60,137.72	61,941.85	63,800.00	65,714.12	67,686.53	69,716.10	71,807.57	73,961.80	76,180.66
14	64,347.36	66,277.78	68,266.00	70,314.11	72,423.51	74,596.23	76,834.10	79,139.13	81,513.31
15	68,851.67	70,917.22	73,044.62	75,236.09	77,493.16	79,817.96	82,212.49	84,678.87	87,219.24
16	73,671.29	75,881.43	78,157.75	80,502.62	82,917.68	85,405.22	87,967.36	90,606.39	93,324.59

* From Appendix A – Salary Scales OPSEU Page 79 of the Collective Agreement for July 1, 2007 through to June 30, 2010

OPSEU Salary Scales
Effective July 1, 2010 – June 30, 2011

Grade	Minimum	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
1	27,102.40	27,915.46	28,752.88	29,615.52	30,503.98	31,419.10			
2	28,999.57	29,869.55	30,765.58	31,688.60	32,639.26	33,618.44			
3	31,029.53	31,960.42	32,919.18	33,906.82	34,924.01	35,971.73			
4	33,201.59	34,197.64	35,223.51	36,280.29	37,368.69	38,489.75			
5	35,525.71	36,591.48	37,689.16	38,819.90	39,984.49	41,184.03	42,419.55		
6	38,012.51	39,152.88	40,327.40	41,537.30	42,783.41	44,066.92	45,388.92		
7	40,673.38	41,893.59	43,150.33	44,444.91	45,778.25	47,151.60	48,566.15		
8	43,520.52	44,826.14	46,170.85	47,556.06	48,982.72	50,452.21	51,965.78		
9	46,566.96	47,963.97	49,402.81	50,884.98	52,411.51	53,983.87	55,603.37		
10	49,826.64	51,321.45	52,861.01	54,446.93	56,080.32	57,762.74	59,495.62		
11	53,314.51	54,913.95	56,561.27	58,258.22	60,005.95	61,806.13	63,660.30		
12	57,046.52	58,757.92	60,520.56	62,336.29	64,206.36	66,132.56	68,116.53	70,160.03	72,264.83
13	61,039.79	62,870.98	64,757.00	66,699.83	68,701.83	70,761.84	72,884.68	75,071.23	77,323.37
14	65,312.57	67,271.95	69,289.99	71,368.82	73,509.86	75,715.17	77,986.61	80,326.22	82,736.01
15	69,884.45	71,980.98	74,140.29	76,364.63	78,655.56	81,015.23	83,445.68	85,949.05	88,527.53
16	74,776.36	77,019.65	79,330.12	81,710.16	84,161.45	86,686.30	89,286.87	91,965.49	94,724.46

From the Tentative Agreement effective Feb 14, 2011 the pay increase is to be 1.5% from July 1, 2010 to June 30, 2011

OPSEU Salary Scales
Effective July 1, 2011 – December 31, 2011**

Grade	Minimum	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
1	27,508.93	28,334.20	29,184.17	30,059.75	30,961.54	31,890.38			
2	29,434.56	30,317.60	31,227.07	32,163.93	33,128.85	34,122.72			
3	31,494.98	32,439.83	33,412.97	34,415.42	35,447.87	36,511.31			
4	33,699.62	34,710.61	35,751.87	36,824.50	37,929.22	39,067.10			
5	36,058.60	37,140.35	38,254.50	39,402.20	40,584.26	41,801.79	43,055.84		
6	38,582.70	39,740.18	40,932.31	42,160.36	43,425.16	44,727.92	46,069.76		
7	41,283.49	42,521.99	43,797.58	45,111.59	46,464.92	47,858.88	49,294.64		
8	44,173.33	45,498.53	46,863.41	48,269.40	49,717.46	51,208.99	52,745.26		
9	47,265.47	48,683.43	50,143.85	51,648.26	53,197.69	54,793.63	56,437.43		
10	50,574.04	52,091.27	53,653.92	55,263.64	56,921.53	58,629.18	60,388.05		
11	54,114.23	55,737.66	57,409.69	59,132.09	60,906.04	62,733.22	64,615.21		
12	57,902.22	59,639.29	61,428.37	63,271.33	65,169.46	67,124.55	69,138.28	71,212.43	73,348.81
13	61,955.38	63,814.04	65,728.36	67,700.33	69,732.36	71,823.27	73,977.95	76,197.30	78,483.22
14	66,292.26	68,281.03	70,329.34	72,439.35	74,612.51	76,850.90	79,156.41	81,531.11	83,977.05
15	70,932.71	73,060.69	75,252.39	77,510.10	79,835.39	82,230.46	84,697.36	87,238.29	89,855.44
16	75,898.00	78,174.95	80,520.07	82,935.81	85,423.87	87,986.59	90,626.17	93,344.97	96,145.33

* From the Tentative Agreement effective Feb 14, 2011 the pay increase is to be 1.5% from July 1, 2010 to June 30, 2011

** The grid Calculation would normally go from July 1st 2011 to June 30th 2012 yet as of February 6, 2012 base salaries increased by an additional 1.5% to address pension shortage. Please see February 6, 2012 memo from Larissa Allen, Assistant Vice President, Human Resources Re: Pension Plan Contribution Rate Increase.

OPSEU Salary Scales
Effective January 1, 2012 – June 30, 2012**

Grade	Minimum	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
1	27,921.57	28,759.21	29,621.94	30,510.65	31,425.96	32,368.74			
2	29,876.08	30,772.36	31,695.47	32,646.39	33,625.78	34,634.56			
3	31,967.40	32,926.43	33,914.16	34,931.65	35,979.59	37,058.98			
4	34,205.11	35,231.27	36,288.15	37,376.86	38,498.16	39,653.11			
5	36,599.48	37,697.46	38,828.32	39,993.23	41,193.03	42,428.82	43,701.68		
6	39,161.44	40,336.28	41,546.30	42,792.77	44,076.54	45,398.84	46,760.80		
7	41,902.74	43,159.82	44,454.55	45,788.26	47,161.89	48,576.76	50,034.06		
8	44,835.93	46,181.01	47,566.36	48,993.44	50,463.23	51,977.13	53,536.44		
9	47,974.45	49,413.68	50,896.01	52,422.98	53,995.65	55,615.53	57,283.99		
10	51,332.65	52,872.64	54,458.73	56,092.59	57,775.35	59,508.62	61,293.87		
11	54,925.94	56,573.72	58,270.84	60,019.07	61,819.63	63,674.22	65,584.44		
12	58,770.75	60,533.88	62,349.80	64,220.40	66,147.00	68,131.42	70,175.35	72,280.61	74,449.04
13	62,884.71	64,771.25	66,714.28	68,715.83	70,778.34	72,900.62	75,087.62	77,340.25	79,660.47
14	67,286.64	69,305.24	71,384.28	73,525.94	75,731.70	78,003.66	80,343.76	82,754.08	85,236.71
15	71,996.70	74,156.60	76,381.18	78,672.75	81,032.92	83,463.91	85,967.82	88,546.86	91,203.27
16	77,036.47	79,347.57	81,727.87	84,179.85	86,705.22	89,306.39	91,985.57	94,745.14	97,587.51

* From the Tentative Agreement effective Feb 14, 2011 the pay increase is to be 1.5% from July 1, 2010 to June 30, 2011

** The grid Calculation would normally go from July 1st 2011 to June 30th 2012 yet as of February 6, 2012 base salaries increased by an additional 1.5% to address pension shortage. Please see February 6, 2012 memo from Larissa Allen, Assistant Vice President, Human Resources Re: Pension Plan Contribution Rate Increase.

OPSEU Salary Scales
Effective July 1, 2012 – June 30, 2013

Grade	Minimum	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
1	28,619.61	29,478.19	30,362.48	31,273.41	32,211.61	33,177.96			
2	30,622.98	31,541.67	32,487.86	33,462.55	34,466.43	35,500.42			
3	32,766.59	33,749.59	34,762.02	35,804.94	36,879.08	37,985.45			
4	35,060.24	36,112.05	37,195.35	38,311.29	39,460.61	40,644.43			
5	37,514.46	38,639.89	39,799.03	40,993.07	42,222.85	43,489.54	44,794.22		
6	40,140.48	41,344.69	42,584.95	43,862.59	45,178.45	46,533.81	47,929.82		
7	42,950.31	44,238.82	45,565.91	46,932.97	48,340.94	49,791.18	51,284.91		
8	45,956.83	47,335.53	48,755.52	50,218.28	51,724.81	53,276.56	54,874.85		
9	49,173.81	50,649.02	52,168.41	53,733.56	55,345.54	57,005.92	58,716.09		
10	52,615.97	54,194.45	55,820.20	57,494.91	59,219.73	60,996.33	62,826.22		
11	56,299.09	57,988.06	59,727.61	61,519.55	63,365.12	65,266.08	67,224.05		
12	60,240.02	62,047.23	63,908.54	65,825.91	67,800.67	69,834.70	71,929.73	74,087.63	76,310.26
13	64,456.83	66,390.53	68,382.14	70,433.73	72,547.80	74,723.13	76,964.81	79,273.76	81,651.98
14	68,968.81	71,037.87	73,168.89	75,364.09	77,624.99	79,953.76	82,352.35	84,822.93	87,367.62
15	73,796.62	76,010.52	78,290.71	80,639.57	83,058.74	85,550.51	88,117.02	90,760.53	93,483.35
16	78,962.39	81,331.26	83,771.07	86,284.35	88,872.86	91,539.05	94,285.21	97,113.77	100,027.19

* From the Tentative Agreement effective Feb 14, 2011 the pay increase is to be 2.5% from July 1, 2012 to June 30, 2013

OPSEU Salary Scales
Effective July 1, 2013 – June 30, 2014

Grade	Minimum	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
1	29,478.20	30,362.53	31,273.36	32,211.62	33,177.96	34,173.30			
2	31,541.67	32,487.92	33,462.50	34,466.43	35,500.42	36,565.43			
3	33,749.58	34,762.07	35,804.88	36,879.09	37,985.45	39,125.02			
4	36,112.05	37,195.41	38,311.21	39,460.62	40,644.43	41,863.77			
5	38,639.90	39,799.09	40,993.00	42,222.86	43,489.54	44,794.22	46,138.05		
6	41,344.69	42,585.03	43,862.50	45,178.46	46,533.80	47,929.82	49,367.72		
7	44,238.82	45,565.98	46,932.89	48,340.95	49,791.17	51,284.91	52,823.46		
8	47,335.53	48,755.60	50,218.19	51,724.83	53,276.55	54,874.85	56,521.10		
9	50,649.02	52,168.49	53,733.46	55,345.56	57,005.91	58,716.10	60,477.57		
10	54,194.45	55,820.29	57,494.81	59,219.76	60,996.33	62,826.22	64,711.00		
11	57,988.06	59,727.71	61,519.43	63,365.14	65,266.07	67,224.06	69,240.77		
12	62,047.22	63,908.65	65,825.80	67,800.69	69,834.70	71,929.74	74,087.63	76,310.26	78,599.57
13	66,390.54	68,382.25	70,433.60	72,546.74	74,724.23	76,964.83	79,273.76	81,651.97	84,101.54
14	71,037.87	73,169.01	75,363.95	77,625.02	79,953.74	82,352.37	84,822.92	87,367.62	89,988.65
15	76,010.52	78,290.83	80,639.43	83,058.76	85,550.51	88,117.03	90,760.53	93,483.35	96,287.86
16	81,331.26	83,771.20	86,284.20	88,872.88	91,539.04	94,285.22	97,113.76	100,027.18	103,028.01

* From the Tentative Agreement effective Feb 14, 2011 the pay increase is to be 3.0% from July 1, 2013 to June 30, 2014