

Student salary & benefits cost table

*June 1, 2025 minimum wage is \$17.85

| | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 |
|--------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Hourly – BASE RATE | 17.85 | 18.00 | 18.50 | 19.00 | 19.50 | 20.00 | 20.50 |
| 4% stat benefit++ | 0.71 | 0.72 | 0.74 | 0.76 | 0.78 | 0.80 | 0.82 |
| 6% vacation pay | 1.07 | 1.08 | 1.11 | 1.14 | 1.17 | 1.20 | 1.23 |
| Total salary student receives | 19.64 | 19.80 | 20.35 | 20.90 | 21.45 | 22.00 | 22.55 |
| 21% benefits & admin | 4.12 | 4.16 | 4.27 | 4.39 | 4.50 | 4.62 | 4.74 |
| Total hourly cost | 23.76 | 23.96 | 24.62 | 25.29 | 25.95 | 26.62 | 27.29 |

*As of April 1, 2026 Benefits & Admin increases to 22%

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|--------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Hourly – BASE RATE | 17.85 | 18.00 | 18.50 | 19.00 | 19.50 | 20.00 | 20.50 |
| 4% stat benefit++ | 0.71 | 0.72 | 0.74 | 0.76 | 0.78 | 0.80 | 0.82 |
| 6% vacation pay | 1.07 | 1.08 | 1.11 | 1.14 | 1.17 | 1.20 | 1.23 |
| Total salary student receives | 19.64 | 19.80 | 20.35 | 20.90 | 21.45 | 22.00 | 22.55 |
| 22% benefits & admin | 4.32 | 4.36 | 4.48 | 4.60 | 4.72 | 4.84 | 4.96 |
| Total hourly cost | 23.95 | 24.16 | 24.83 | 25.50 | 26.17 | 26.84 | 27.51 |

Student Workers paid by **TIMESHEET** (*most positions*) receive the following compensation:

- Base Hourly Rate of Pay (usually \$17.85 per hour or from the student research assistant pay scale)
- Plus 6% vacation pay
- Plus 4% in lieu of statutory holiday pay

Request for Contract forms – Human Resources only need the base rate which can be included either under the Group and Step field or in the Other Information / Additional Comments field. For salaried student contracts the number of weeks and hours per day are also required so that Payroll may calculate the Deemed Hours for Record of Employment purposes.

++ 4% stats is paid to the student but does not show on their contract.

Max 40 hours per week. Must be within one semester of their graduation.

Employment Standards Act & sick days

- Student employees also are entitled to 5 paid sick days. Student employees are not paid in lieu of sick days (just vacation and stats)
- Employees can take up to 5 days of paid sick leave in a calendar year. To be eligible they must have employed by UFV, in any position, for at least 90 days. They do not need to have 90 days of service.
- Note: if someone comes to work but leaves early, that will count as day 1