

Student salary & benefits cost table

*As of June 1, 2026 minimum wage is \$18.25

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

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Hourly – BASE RATE	18.25	18.50	19.00	19.50	20.00	20.50	21.00
4% stat benefit++	0.73	0.74	0.76	0.78	0.80	0.82	0.84
6% vacation pay	1.10	1.11	1.14	1.17	1.20	1.23	1.26
Total salary student receives	20.08	20.35	20.90	21.45	22.00	22.55	23.10
22% benefits & admin	4.42	4.48	4.60	4.72	4.84	4.96	5.08
Total hourly cost from grant	24.49	24.83	25.50	26.17	26.84	27.51	28.18

Student Workers are paid by **TIMESHEETS** and receive the following compensation:

- Base Hourly Rate of Pay (usually \$18.25 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.

++ 4% stats are 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