**Article 32:**

Salary and Compensation

**Starting Wage Level and Salary Floor by Classification and Position**

**Classification Grade\* Step (Floor)\***

Administrative

Senior Administrative Assistant 7 1

Administrative Assistant 5 1

**Communications Officer 7 1**

Professional

Executive Director Salary Floor $80,000

\*Refers to the currentWLUSA Agreement, Salary Grid

For the Administrative positions, all Employees who have completed their probationary period and whose salary is below the maximum for their Grade level shall advance through the Salary Grid by way of annual progression increments until the highest Step is attained.

For the Executive Director, an Employee who has completed their probationary period shall receive a minimum of one Career Development Increment (CDI) as per Article 30.4 of the WLUFA Collective Agreementfor Full-time Faculty and Professional Librarians, 2017-2020, per year for the first 5 years of employment with WLUFA, in addition to any other negotiated increases.

All Employees shall receive an annual scale adjustment of 2.3%, effective July 1 of each year of this agreement.

 The above Article is tentatively agreed to by the Parties.

 Dated at Waterloo, Ontario this day of \_ , 2018.

 CUPE 1281 WLUFA Sub-unit Wilfrid Laurier University Faculty Association

 Bargaining Committee Bargaining Committee

 per \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ per \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

 Chief Negotiator Chief Negotiator