



AMS Hourly Compensation

FACT SHEET

The AMS is proud to announce an increase in wages across the board for all hourly positions! To help answer questions that you may have, please read the fact sheet below. Should you have any additional questions, please contact your manager.

Why is the AMS increasing wages?

The AMS has proudly been among campus leaders in terms of hourly wages paid, and this increase is designed to maintain that position. With this change, it is possible that an existing employee could receive up to 4 increases in one year!

When will the new increases take effect?

Effective **June 1st, 2018**, the AMS will be increasing the wage of all AMS hourly positions for all current and new AMS employees.

Example: Under the old pay structure the entry-level wage was \$11.49/hour. Under the new AMS pay structure the entry-level wage is \$12.65/hour.

Who is eligible for this new pay increase?

As mentioned above, all current and new AMS hourly employees will receive a pay increase as of **June 1st, 2018**. You will see the automatic pay increases on your first pay cycle after this date.

How does it work?

All new hourly employees will be slotted into a pay group and automatically receive the starting wage in that group, effective **June 1st, 2018**. All existing hourly employees will receive the new increased pay rate for the existing group they are in. Further increases will be contingent on completing a successful performance review at the end of the term, and meeting a minimum number of hours worked threshold as before if applicable.



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Performance Reviews

Performance reviews will continue to take place for every AMS business employee once a check for hours is conducted and if they reach the minimum hours threshold. As before, employees will be rated on their performance in several key areas, at the end of which they will receive a performance rating (this rating will also be used in part to determine your eligibility for rehire and to give feedback about job performance). If a satisfactory rating is received then the manager will assign the appropriate increase, if applicable, once rehired for the next term.



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AMS Hourly Pay Structure

Pay Group	Step 1: Starting wage	Step 2: Completed performance review + 400 hours min worked	Step 3: Completed performance review + 800 hours min worked
Group 1	\$12.65	\$13.02	\$13.68
Group 2	\$13.68	\$14.08	\$14.80
Group 3	\$14.80	\$15.23	\$16.00

Group 1 Positions:	Group 2 Positions:	Group 3 Positions:
<ul style="list-style-type: none"> • Kitchen Helper 3 • C&C Associate/ Driver • Customer Service Rep • Dishwasher • Server • Busser • Storeroom Associate 	<ul style="list-style-type: none"> • Kitchen Helper 2 • C&C Associate/Driver • Bartender • Door Staff 	<ul style="list-style-type: none"> • Kitchen Helper 1 • Baker • Supervisor

** Based on the role requirements and nature of the position, C&C positions move from Group 1 to Group 2*

Note: Current employees on the old pay structure will be automatically increased effective June 1st, 2018. They will remain in their current group and step, and their accrued working hours will not be affected. Current employees will see this increase and adjustment on their first pay cycle after this date.

Example 1: An employee is hired on September 1st until the end of term, December 31st, at the new AMS starting wage of \$12.65/hour. At the end of the term, a check for hours is done and the employee meets the 400 hours minimum threshold. A performance review is conducted and the employee receives a satisfactory rating. When rehired in January for the same position, the employee's new wage is now \$13.02/hour.

Example 2: An employee is hired on September 1st until the end of term, December 31st, at the new AMS starting wage of \$12.65/hour. At the end of term, a check for hours is done and the employee does not meet the 400 hours minimum threshold. When rehired in January for the same position, the employee's wage continues at \$12.65/hour. At the end of the following term, another check for hours is done and this time the hours worked exceed the minimum threshold. A performance review is then conducted and the employee receives a satisfactory rating. When rehired for the summer term, the employee's new wage is now \$13.02/hour.

Example 3: If at any point a performance review is conducted and the employee receives an unsatisfactory rating, the employee will not be recommended for rehire.