

Student Rates Policy

POLICY STATEMENT	The City of Hamilton recognizes the efforts and skills brought by student employees and provides wages as outlined in this policy.																		
PURPOSE	The purpose of this policy is to outline the method of compensation for university/community college students and high school co-op students.																		
SCOPE	This policy applies to: <ul style="list-style-type: none"> • University and community college students • High school and co-op students 																		
DEFINITIONS	The following terms referenced in this Policy are defined as:																		
Student	University and Community College Students must be registered in a program of student with a bona fide university or college.																		
PRINCIPLES	The following principles apply to this Policy: This policy is to ensure that all students are fairly and equitably compensated for their skill sets.																		
TERMS & CONDITIONS	<p>The following terms and conditions apply to this Policy:</p> <p>University and Community College Students The City of Hamilton establishes non union students rates, based on an evaluation of the skill, effort, working conditions and responsibilities of the position. Based on this evaluation, student positions are matched to a comparable CUPE 5167 position. A student earns the appropriate percentage for the matched position regardless of his or her program or place of study.</p> <p>Student rates are based on a percentage of the minimum rate for the matched position.</p> <p>Student rates are displayed in the following table:</p> <table border="1" data-bbox="570 1430 1408 1929"> <thead> <tr> <th colspan="3">STUDENT RATES TABLE</th> </tr> <tr> <th></th> <th>Percentage Entitlement</th> <th>Rate Match</th> </tr> </thead> <tbody> <tr> <td>1st</td> <td>55%</td> <td>Current CUPE 5167 rate (first step)</td> </tr> <tr> <td>2nd</td> <td>60%</td> <td>Current CUPE 5167 rate (first step)</td> </tr> <tr> <td>3rd</td> <td>65%</td> <td>Current CUPE 5167 rate (first step)</td> </tr> <tr> <td>4th or higher</td> <td>70%</td> <td>Current CUPE 5167 rate (first step)</td> </tr> </tbody> </table>	STUDENT RATES TABLE				Percentage Entitlement	Rate Match	1 st	55%	Current CUPE 5167 rate (first step)	2 nd	60%	Current CUPE 5167 rate (first step)	3 rd	65%	Current CUPE 5167 rate (first step)	4 th or higher	70%	Current CUPE 5167 rate (first step)
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Council Approved: 2009-01-12

	<p>Changes to student rates are based on external market comparisons and on the economic adjustments applied to the matched position.</p> <p>High School Co-op Students High school co-op students are paid \$12.00 per day or equivalent to cover transit costs and lunch.</p>
RESPONSIBILITIES	<p>The following positions and/or departments are responsible for fulfilling the responsibilities detailed in this Policy as follows:</p> <p>Operating Departments and Human Resources work in conjunction to determine appropriate job match and verify year of study for compensation purposes.</p>
COMPLIANCE	<p>Failure to comply with this Policy and its associated Procedures will result in inconsistent application of the Student Rates Policy.</p>
RELATED DOCUMENTS	<p>The following related documents are referenced in this Policy:</p> <ol style="list-style-type: none"> 1. Employment Standards Act.
HISTORY	<p>The following stakeholders were consulted in the creation or revisions made to this Policy:</p> <ol style="list-style-type: none"> 1. Senior Management Team 2. Non-Union Compensation Sub-Committee