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## WORKING CENTRE SALARY POLICY

Adopted April 1, 1989

Updated July 2021

1. Because the Working Centre seeks to serve the unemployed and marginalized, through alliance and solidarity, no full-time staff member receives a salary greater than the average full-time salaried worker in Canada. Once annually, at the beginning of the fiscal year, April 1, the Board of Directors sets as the Reference Salary an amount lower than but close to the average full-time salary of Canadian workers. This Reference Salary is higher than the average income of Canadian adults, since the latter includes people who are unemployed, employed part-time, or retired. The Reference Salary is not set mechanically, but by balancing the sometimes competing goals of paying staff members well, maintaining solidarity with the people the Working Centre serves, meeting legal requirements of the Ontario government, and of course, keeping The Working Centre in fiscally sound condition.
2. Because the Working Centre is committed to the reduction of hierarchy and inequality, no full-time salaried staff member receives a salary less than 76% of the Reference Salary. The salaries of all positions are set in relation to the Reference Salary, as follows:

Positions in Category 1	80 – 100% of the Reference Salary
Positions in Category 2	76 – 96% of the Reference Salary
3. For fiscal 2020-2021 starting November 2020, the Board of Directors has set the Reference Salary at \$45,349, in keeping with our agreement that the reference salary reflects the average salaried wage. New positions start at \$35,372.
4. For all positions in each category, there are eleven salary steps, each step defined as two percentage points of the Reference Salary. As a rule, people who are new to the organization start at the beginning of the Category and move up one step for each year of service.
5. Developmental roles such as Job Café wages and student wages will be paid minimum wage or slightly higher, and will be paid hourly. Such roles are not eligible for The Working Centre's benefit plan. We leave this provision in the salary policy in order to allow for the development of creative work opportunities that may not be bound within the wider Salary Policy understanding.