

Wal-Mart Pay Scale

Ontario - Metro

(Greater Toronto; 3000, 3031, 3053, 3054, 3055, 3105, 3106, 3111, 3130
3135, 3145, 3159, 3195, 3635)

Effective: *September 7, 2002*

Starting Rate = \$8.00		Overnight Premium \$1.00										Unsatisfactory	\$0.00
Prov. Minimum Wage \$6.85		01/01/1995										Improving	\$0.20
Group 1 - 2 Inc = \$0.30 Inc.												Good Performance	\$0.30
Group 2 - 3 Inc = \$0.30 Inc.												Excellent	\$0.40
Group 3 - 4 Inc = \$0.30 Inc.												Outstanding	\$0.50
Job Group	Minimum Hiring Rate	1 year	2 years	3 years	4 years	5 years	6 years	7 years	8 years	9 years	10 years	Long Term Maximum	
1	\$8.00	\$8.20 \$8.50	\$8.40 \$9.00	\$8.60 \$9.50	\$8.80 \$10.00	\$9.00 \$10.50	\$9.20 \$11.00	\$9.40 \$11.50	\$9.60 \$12.00	\$9.80 \$12.50	\$10.00 \$13.00	\$14.00	
2	\$8.30	\$8.50 \$8.80	\$8.70 \$9.30	\$8.90 \$9.80	\$9.10 \$10.30	\$9.30 \$10.80	\$9.50 \$11.30	\$9.70 \$11.80	\$9.90 \$12.30	\$10.10 \$12.80	\$10.30 \$13.30	\$14.30	
3	\$8.60	\$8.80 \$9.10	\$9.00 \$9.60	\$9.20 \$10.10	\$9.40 \$10.60	\$9.60 \$11.10	\$9.80 \$11.60	\$10.00 \$12.10	\$10.20 \$12.60	\$10.40 \$13.10	\$10.60 \$13.60	\$14.60	
4	\$8.90	\$9.10 \$9.40	\$9.30 \$9.90	\$9.50 \$10.40	\$9.70 \$10.90	\$9.90 \$11.40	\$10.10 \$11.90	\$10.30 \$12.40	\$10.50 \$12.90	\$10.70 \$13.40	\$10.90 \$13.90	\$14.90	
Pharmacy Technician effective 2/9/2002	\$9.80	\$10.00 \$10.30	\$10.20 \$10.80	\$10.40 \$11.30	\$10.60 \$11.80	\$10.80 \$12.30	\$11.00 \$12.80	\$11.20 \$13.30	\$11.40 \$13.80	\$11.60 \$14.30	\$11.80 \$14.80	\$15.80	

- Group 1**
- Satellite Register Operators
 - Sales Associates
 - Stock Associates
 - Assembler
 - Day/Night Unloaders
 - Day/Night Stockers
 - Fitting Room/Switchboard
 - People Greeters
 - ICS Team Associate
 - Flower Shop Associate
 - Temporary Set-Up
 - Stockperson/Cartpusher
 - Softline Processor

- Group 2**
- Front-End Cashier Associates
 - Cash/General Office
 - Courtesy Desk & Layaway
 - T.L.E. Tire Technician
 - Photo Lab Associate
 - Vision Centre Associate
 - Backup Personnel Associate

- Group 3**
- Cust. Service Manager
 - U.P.C. Associate
 - Receiving Manager
 - Invoice Associate
 - Head Cash Office Associate
 - Claims Associate
 - Night/Day Maintenance/Janitors
 - In-Store Loss Prevention
 - T.L.E. Service Writer
 - DSD Receiving

- Group 4**
- Personnel Manager
 - Department Managers
 - Support Manager
 - Lead Cust. Service Mgr.
 - ICS Team Leader
 - Lead Floor Cleaner
 - One Hour Photo Lead Associate
 - OTC Manager