

Undergraduate and Graduate Research Assistants Wage

Levels and Rates as of October 1, 2026

Undergraduate Research Assistants

Wage Grade	Description	Base Rate	w/ 4% Vacation Pay	w/ 9% Benefits (13% total)
Wage Grade I	<u>Student Research/Field/Lab Assistant I:</u> Perform routine tasks in a research environment. Assist staff in laboratory or fieldwork. Dispense supplies to laboratories, clean glassware, maintain inventory, perform assays, set up and conduct experiences and experiments. Relevant coursework as well as knowledge of lab equipment and processes may be required.	\$17.95	\$18.67	\$20.28
Wage Grade II	<u>Student Research/Field/Lab Assistant II:</u> Assists professors in development and implementation of experiments. Perform assigned and sometimes complex laboratory tasks with minimal supervision. Must be able to organize work, collect and analyze data, make calculations, prepare reports, keep records and make independent decisions. Responsible for care of research animals/plants during weekends and vacations. Advanced or upper-level coursework along with extensive knowledge of lab equipment and procedures are required.	\$19.09	\$19.85	\$21.57
Wage Grade III	<u>Student Research/Field/Lab Assistant III:</u> Performs complex laboratory and diagnostic tests with minimal supervision. Maintains records associated with diagnostic/lab tests. Determines proper tests for research work. Conducts library searches for information related to research problems. May assist and direct clients and/or staff who require the services of the lab. Provides guidance to	\$20.21	\$21.02	\$22.84

	other laboratory assistants. Extensive and comprehensive knowledge of related course material. Experience with diagnostics and laboratory procedures/equipment required.			
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Graduate Research Assistants

Wage Grade	Description	Base Rate	w/ 4% Vacation Pay	w/ 9% Benefits (13% total)
Wage Grade IV	<u>Masters:</u> Includes duties and responsibilities related to research activities as assigned by the Principal Investigator or faculty member such as: ○ review of the literature ○ preparing questionnaires/surveys ○ conducting surveys and interviews ○ working in archives ○ compiling data ○ preparing research meetings ○ drafting sections of reports ○ preparing drafts/sections of publications ○ assisting faculty in gathering data for grants ○ coordinating research workshop activities ○ assisting students during labs or field work ○ ensuring directives of the local Animal Care Committee are followed ○ performing histological techniques ○ disposing of used compounds and histological waste ○ attending lab meetings ○ organizing and storing all chemicals in accordance with WHMIS ○ adhering to WHMIS guidelines ○ setup, cleanup and perform maintenance on lab equipment	\$25.48	\$26.50	\$28.79

	○ feed, water and clean lab animals in accordance with national guidelines and provincial statutes			
Wage Grade V	<u>Doctoral:</u> Includes duties and responsibilities related to research activities as assigned by the Principal Investigator or faculty member such as: ○ review of the literature ○ preparing questionnaires/surveys ○ conducting surveys and interviews ○ working in archives ○ compiling data ○ preparing research meetings ○ drafting sections of reports ○ preparing drafts/sections of publications ○ assisting faculty in gathering data for grants ○ coordinating research workshop activities ○ assisting students during labs or field work ○ ensuring directives of the local Animal Care Committee are followed ○ performing histological techniques ○ disposing of used compounds and histological waste ○ attending lab meetings ○ organizing and storing all chemicals in accordance with WHMIS ○ adhering to WHMIS guidelines ○ setup, cleanup and perform maintenance on lab equipment ○ feed, water and clean lab animals in accordance with national guidelines and provincial statutes	\$31.45	\$32.71	\$35.54