

## **Improvement in Mileage Allowance, 2% General Wage Increase and \$20 Million Low Wage Redress effective April 1, 2020**

### **Mileage Allowance**

Mileage reimbursement rate will increase by one (1) cent per kilometer, effective April 1, 2020, for Community Living Services, General Services and Indigenous Services Collective Agreements.

|                         | <b>Community Living Services /<br/>General Services</b> | <b>Indigenous Services</b> |
|-------------------------|---|----------------------------|
| Effective April 1, 2020 | \$0.50  | \$0.54                     |

### **2.0% General Wage Increase + \$20 Million Low Wage Redress (LWR)**

CSSEA and CSSBA have agreed on the distribution of the second of three annual \$20 million Low Wage Redress fund (wage schedules outlining the hourly wages are attached) effective April 1, 2020. The agreement provides for the following distribution:

- All JJEP Non-Paraprofessional Classification will receive a 3.5% LWR increase plus 2% general wage increase effective April 1, 2020.
- Paraprofessional Classifications:
  - The target rate for Licensed Practical Nurse has been met. Licensed Practical Nurse will receive the 2% general wage increase.
  - Children Who Witness Abuse Counsellor 13P will receive an additional 13.5% LWR increase plus 2% general wage increase.
  - Paraprofessional Grid Level 14P and 15P will receive 6.1% LWR increase plus 2% general wage increase.
  - Nutritionist will be reclassified to 16P, equivalent to the following in each step:
    - Step 1: 10.0% LWR + 2% GWI.
    - Step 2: 10.4% LWR + 2% GWI.
    - Step 3: 10.6% LWR + 2% GWI.
    - Step 4: 10.8% LWR + 2% GWI.
- Paraprofessional Grid Level 16P will receive a 3% LWR increase plus 2% general wage increase.
- Occupational Therapist and Physiotherapist will receive a 5.5% LWR increase plus 2% general wage increase.
- Nurse will receive a 10.5% LWR increase plus 2% general wage increase.
- Paraprofessional Grid Level 17P and Speech Language Pathologist will receive a 0.8% LWR increase plus 2% general wage increase.
- Paraprofessional Grid Level 18P, 19P and 20P will receive a 2% general wage increase.

The purpose of the Wage Rate Review and Low Wage Redress Wage Adjustments is to improve the comparability with the Health Sector, update the Joint Job Evaluation Plan (JJEP), while maintaining the integrity of the JJEP classification system.

## WAGE GRIDS – BY GRID LEVEL

Effective April 1, 2020, the JJEP Wage Grid is as follows:

| <b>JJEP Wage Grid – April 1, 2020</b> |  |   |   |  |
|---------------------------------------|--|---|---|--|
| <b>Grid Level</b>                     | <b>Step 1 –<br/>0 – 2000<br/>hours</b> | <b>Step 2 –<br/>2001 – 4000<br/>hours</b> | <b>Step 3 –<br/>4001 – 6000<br/>hours</b> | <b>Step 4 –<br/>6001 hours<br/>onwards</b> |
| <b>1</b>                              | \$15.87                                | \$16.60                                   | \$17.53                                   | \$18.46                                    |
| <b>2</b>                              | \$16.33                                | \$17.11                                   | \$18.07                                   | \$19.03                                    |
| <b>3</b>                              | \$16.64                                | \$17.44                                   | \$18.44                                   | \$19.38                                    |
| <b>4</b>                              | \$16.95                                | \$17.79                                   | \$18.78                                   | \$19.78                                    |
| <b>5</b>                              | \$17.59                                | \$18.45                                   | \$19.45                                   | \$20.49                                    |
| <b>6</b>                              | \$18.22                                | \$19.11                                   | \$20.16                                   | \$21.22                                    |
| <b>7</b>                              | \$19.21                                | \$20.13                                   | \$21.27                                   | \$22.41                                    |
| <b>8</b>                              | \$19.64                                | \$20.63                                   | \$21.75                                   | \$22.89                                    |
| <b>9</b>                              | \$20.11                                | \$21.10                                   | \$22.25                                   | \$23.42                                    |
| <b>10</b>                             | \$20.52                                | \$21.52                                   | \$22.68                                   | \$23.90                                    |
| <b>11</b>                             | \$21.92                                | \$22.99                                   | \$24.25                                   | \$25.53                                    |
| <b>12</b>                             | \$23.23                                | \$24.37                                   | \$25.70                                   | \$27.06                                    |
| <b>13</b>                             | \$24.50                                | \$25.66                                   | \$27.11                                   | \$28.53                                    |
| <b>14</b>                             | \$26.94                                | \$28.22                                   | \$29.80                                   | \$31.37                                    |
| <b>15</b>                             | \$29.53                                | \$30.96                                   | \$32.69                                   | \$34.37                                    |
| <b>16</b>                             | \$32.02                                | \$33.58                                   | \$35.47                                   | \$37.29                                    |
| <b>17</b>                             | \$35.18                                | \$36.88                                   | \$38.93                                   | \$40.97                                    |
| <b>18</b>                             | \$37.70                                | \$39.50                                   | \$41.71                                   | \$43.92                                    |
| <b>19</b>                             | \$40.18                                | \$42.13                                   | \$44.48                                   | \$46.83                                    |
| <b>20</b>                             | \$43.98                                | \$46.11                                   | \$48.64                                   | \$51.21                                    |

Effective April 1, 2020, the Paraprofessional Wage Grid is as follows:

| <b>Paraprofessional Wage Grid – April 1, 2020</b> |  |   |   |  |
|---|--|---|---|--|
| <b>Grid Level</b>                                 | <b>Step 1 –<br/>0 – 2000<br/>hours</b> | <b>Step 2 –<br/>2001 – 4000<br/>hours</b> | <b>Step 3 –<br/>4001 – 6000<br/>hours</b> | <b>Step 4 –<br/>6001 hours<br/>onwards</b> |
| <b>13-P-LPN</b>                                   | \$28.14                                | \$29.40                                   | \$30.95                                   | \$32.26                                    |
| <b>13-P</b>                                       | \$31.87                                | \$33.29                                   | \$35.04                                   | \$36.53                                    |
| <b>14-P</b>                                       | \$33.17                                | \$34.75                                   | \$36.70                                   | \$38.63                                    |
| <b>15-P</b>                                       | \$35.62                                | \$37.25                                   | \$39.26                                   | \$41.24                                    |
| <b>16-P</b>                                       | \$36.92                                | \$38.73                                   | \$40.91                                   | \$43.05                                    |
| <b>16-P-OT</b>                                    | \$37.80                                | \$39.66                                   | \$41.88                                   | \$44.08                                    |
| <b>16-P-PT</b>                                    | \$37.80                                | \$39.66                                   | \$41.88                                   | \$44.08                                    |
| <b>16-P-RN</b>                                    | \$39.56                                | \$41.50                                   | \$43.83                                   | \$46.13                                    |
| <b>17-P</b>                                       | \$39.07                                | \$40.89                                   | \$43.05                                   | \$45.26                                    |
| <b>18-P</b>                                       | \$41.32                                | \$43.26                                   | \$45.57                                   | \$47.93                                    |
| <b>19-P</b>                                       | \$43.89                                | \$45.93                                   | \$48.44                                   | \$50.91                                    |
| <b>20-P</b>                                       | \$47.79                                | \$50.00                                   | \$52.70                                   | \$55.42                                    |

## WAGE GRIDS – BY POINT BAND

Effective April 1, 2020, the JJEP Wage Grid is as follows:

| <b>JJEP Wage Grid – April 1, 2020</b> |                   |  |   |   |  |
|---------------------------------------|-------------------|--|---|---|--|
| <b>Point Band</b>                     | <b>Grid Level</b> | <b>Step 1 –<br/>0 – 2000<br/>hours</b> | <b>Step 2 –<br/>2001 – 4000<br/>hours</b> | <b>Step 3 –<br/>4001 – 6000<br/>hours</b> | <b>Step 4 –<br/>6001 hours<br/>onwards</b> |
| <b>Up to 174</b>                      | 1                 | \$15.87                                | \$16.60                                   | \$17.53                                   | \$18.46                                    |
| <b>175 – 217</b>                      | 2                 | \$16.33                                | \$17.11                                   | \$18.07                                   | \$19.03                                    |
| <b>218 – 261</b>                      | 3                 | \$16.64                                | \$17.44                                   | \$18.44                                   | \$19.38                                    |
| <b>262 – 304</b>                      | 4                 | \$16.95                                | \$17.79                                   | \$18.78                                   | \$19.78                                    |
| <b>305 – 348</b>                      | 5                 | \$17.59                                | \$18.45                                   | \$19.45                                   | \$20.49                                    |
| <b>349 – 391</b>                      | 6                 | \$18.22                                | \$19.11                                   | \$20.16                                   | \$21.22                                    |
| <b>392 – 435</b>                      | 7                 | \$19.21                                | \$20.13                                   | \$21.27                                   | \$22.41                                    |
| <b>436 – 478</b>                      | 8                 | \$19.64                                | \$20.63                                   | \$21.75                                   | \$22.89                                    |
| <b>479 – 522</b>                      | 9                 | \$20.11                                | \$21.10                                   | \$22.25                                   | \$23.42                                    |
| <b>523 – 564</b>                      | 10                | \$20.52                                | \$21.52                                   | \$22.68                                   | \$23.90                                    |
| <b>565 – 606</b>                      | 11                | \$21.92                                | \$22.99                                   | \$24.25                                   | \$25.53                                    |
| <b>607 – 649</b>                      | 12                | \$23.23                                | \$24.37                                   | \$25.70                                   | \$27.06                                    |
| <b>650 – 692</b>                      | 13                | \$24.50                                | \$25.66                                   | \$27.11                                   | \$28.53                                    |
| <b>693 – 736</b>                      | 14                | \$26.94                                | \$28.22                                   | \$29.80                                   | \$31.37                                    |
| <b>737 – 780</b>                      | 15                | \$29.53                                | \$30.96                                   | \$32.69                                   | \$34.37                                    |
| <b>781 – 824</b>                      | 16                | \$32.02                                | \$33.58                                   | \$35.47                                   | \$37.29                                    |
| <b>825 – 868</b>                      | 17                | \$35.18                                | \$36.88                                   | \$38.93                                   | \$40.97                                    |
| <b>869 – 912</b>                      | 18                | \$37.70                                | \$39.50                                   | \$41.71                                   | \$43.92                                    |
| <b>913 – 956</b>                      | 19                | \$40.18                                | \$42.13                                   | \$44.48                                   | \$46.83                                    |
| <b>957 – 1000</b>                     | 20                | \$43.98                                | \$46.11                                   | \$48.64                                   | \$51.21                                    |

Effective April 1, 2020, the Paraprofessional Wage Grid is as follows:

| <b>Paraprofessional Wage Grid – April 1, 2020</b> |                   |  |   |   |  |
|---|-------------------|--|---|---|--|
| <b>Point Band</b>                                 | <b>Grid Level</b> | <b>Step 1 –<br/>0 – 2000<br/>hours</b> | <b>Step 2 –<br/>2001 – 4000<br/>hours</b> | <b>Step 3 –<br/>4001 – 6000<br/>hours</b> | <b>Step 4 –<br/>6001 hours<br/>onwards</b> |
| <b>650 – 692</b>                                  | 13-P              | \$31.87                                | \$33.29                                   | \$35.04                                   | \$36.53                                    |
| <b>693 – 736</b>                                  | 14-P              | \$33.17                                | \$34.75                                   | \$36.70                                   | \$38.63                                    |
| <b>937 – 780</b>                                  | 15-P              | \$35.62                                | \$37.25                                   | \$39.26                                   | \$41.24                                    |
| <b>781 – 824</b>                                  | 16-P              | \$36.92                                | \$38.73                                   | \$40.91                                   | \$43.05                                    |
| <b>825 – 868</b>                                  | 17-P              | \$39.07                                | \$40.89                                   | \$43.05                                   | \$45.26                                    |
| <b>869 – 912</b>                                  | 18-P              | \$41.32                                | \$43.26                                   | \$45.57                                   | \$47.93                                    |
| <b>913 – 956</b>                                  | 19-P              | \$43.89                                | \$45.93                                   | \$48.44                                   | \$50.91                                    |
| <b>957 – 1000</b>                                 | 20-P              | \$47.79                                | \$50.00                                   | \$52.70                                   | \$55.42                                    |

## WAGE GRIDS – BY CLASSIFICATION

Effective April 1, 2020, the JJEP Wage Grid is as follows:

| JJEP Wage Grid – April 1, 2020          |            |                               |                                  |                                  |                                   |
|---|------------|-------------------------------|----------------------------------|----------------------------------|-----------------------------------|
| Job Classification                      | Grid Level | Step 1 –<br>0 – 2000<br>hours | Step 2 –<br>2001 – 4000<br>hours | Step 3 –<br>4001 – 6000<br>hours | Step 4 –<br>6001 hours<br>onwards |
| Housekeeper                             | 3          | \$16.64                       | \$17.44                          | \$18.44                          | \$19.38                           |
| Janitor                                 | 3          | \$16.64                       | \$17.44                          | \$18.44                          | \$19.38                           |
| Asleep Residential Night Worker         | 5          | \$17.59                       | \$18.45                          | \$19.45                          | \$20.49                           |
| Administrative Assistant 1              | 5          | \$17.59                       | \$18.45                          | \$19.45                          | \$20.49                           |
| Retail Worker                           | 5          | \$17.59                       | \$18.45                          | \$19.45                          | \$20.49                           |
| Awake Residential Night Worker          | 6          | \$18.22                       | \$19.11                          | \$20.16                          | \$21.22                           |
| Early Childhood Educator Assistant      | 6          | \$18.22                       | \$19.11                          | \$20.16                          | \$21.22                           |
| Emergency Shelter Worker                | 6          | \$18.22                       | \$19.11                          | \$20.16                          | \$21.22                           |
| Truck Driver                            | 6          | \$18.22                       | \$19.11                          | \$20.16                          | \$21.22                           |
| Accounting Clerk                        | 7          | \$19.21                       | \$20.13                          | \$21.27                          | \$22.41                           |
| Passenger Vehicle Driver                | 7          | \$19.21                       | \$20.13                          | \$21.27                          | \$22.41                           |
| Administrative Assistant 2              | 7          | \$19.21                       | \$20.13                          | \$21.27                          | \$22.41                           |
| Activity Worker                         | 8          | \$19.64                       | \$20.63                          | \$21.75                          | \$22.89                           |
| Child & Youth Transition House Worker   | 8          | \$19.64                       | \$20.63                          | \$21.75                          | \$22.89                           |
| Cook                                    | 9          | \$20.11                       | \$21.10                          | \$22.25                          | \$23.42                           |
| Database Clerk                          | 9          | \$20.11                       | \$21.10                          | \$22.25                          | \$23.42                           |
| Group Facilitator                       | 9          | \$20.11                       | \$21.10                          | \$22.25                          | \$23.42                           |
| School Aged Child Worker                | 9          | \$20.11                       | \$21.10                          | \$22.25                          | \$23.42                           |
| Administrative Assistant 3              | 10         | \$20.52                       | \$21.52                          | \$22.68                          | \$23.90                           |
| Bookkeeper                              | 10         | \$20.52                       | \$21.52                          | \$22.68                          | \$23.90                           |
| Building Maintenance Worker             | 10         | \$20.52                       | \$21.52                          | \$22.68                          | \$23.90                           |
| Community Support Worker                | 10         | \$20.52                       | \$21.52                          | \$22.68                          | \$23.90                           |
| Computer Technical Support Specialist   | 10         | \$20.52                       | \$21.52                          | \$22.68                          | \$23.90                           |
| Early Childhood Educator                | 10         | \$20.52                       | \$21.52                          | \$22.68                          | \$23.90                           |
| Employment Counsellor                   | 10         | \$20.52                       | \$21.52                          | \$22.68                          | \$23.90                           |
| Reconnect Worker                        | 10         | \$20.52                       | \$21.52                          | \$22.68                          | \$23.90                           |
| Residence Worker                        | 10         | \$20.52                       | \$21.52                          | \$22.68                          | \$23.90                           |
| Retail Supervisor                       | 10         | \$20.52                       | \$21.52                          | \$22.68                          | \$23.90                           |
| Settlement & Integration Worker         | 10         | \$20.52                       | \$21.52                          | \$22.68                          | \$23.90                           |
| Supervised Access Worker                | 10         | \$20.52                       | \$21.52                          | \$22.68                          | \$23.90                           |
| Transition House Worker                 | 10         | \$20.52                       | \$21.52                          | \$22.68                          | \$23.90                           |
| Vocational Worker                       | 10         | \$20.52                       | \$21.52                          | \$22.68                          | \$23.90                           |
| Adult, Youth and/or Child Worker        | 11         | \$21.92                       | \$22.99                          | \$24.25                          | \$25.53                           |
| Child Care Resource and Referral Worker | 11         | \$21.92                       | \$22.99                          | \$24.25                          | \$25.53                           |
| Residential Child & Youth Worker        | 11         | \$21.92                       | \$22.99                          | \$24.25                          | \$25.53                           |
| School Based Prevention Worker          | 11         | \$21.92                       | \$22.99                          | \$24.25                          | \$25.53                           |

|                                 |    |         |         |         |         |
|---------------------------------|----|---------|---------|---------|---------|
| Special Services Worker         | 11 | \$21.92 | \$22.99 | \$24.25 | \$25.53 |
| Victim Service Worker           | 11 | \$21.92 | \$22.99 | \$24.25 | \$25.53 |
| Vocational Counsellor           | 11 | \$21.92 | \$22.99 | \$24.25 | \$25.53 |
| Administrative Assistant 4      | 12 | \$23.23 | \$24.37 | \$25.70 | \$27.06 |
| Community Connector             | 12 | \$23.23 | \$24.37 | \$25.70 | \$27.06 |
| Family Support Worker           | 12 | \$23.23 | \$24.37 | \$25.70 | \$27.06 |
| Program Coordinator 1           | 12 | \$23.23 | \$24.37 | \$25.70 | \$27.06 |
| Residence Worker Senior         | 12 | \$23.23 | \$24.37 | \$25.70 | \$27.06 |
| Volunteer Coordinator           | 12 | \$23.23 | \$24.37 | \$25.70 | \$27.06 |
| Crisis Line Coordinator         | 13 | \$24.50 | \$25.66 | \$27.11 | \$28.53 |
| Early Childhood Educator Senior | 13 | \$24.50 | \$25.66 | \$27.11 | \$28.53 |
| Program Coordinator 2           | 14 | \$26.94 | \$28.22 | \$29.80 | \$31.37 |
| Residence Coordinator           | 14 | \$26.94 | \$28.22 | \$29.80 | \$31.37 |

## WAGE GRIDS – BY CLASSIFICATION

Effective April 1, 2020, the Paraprofessional Wage Grid is as follows:

### Paraprofessional Wage Grid – April 1, 2020

| Job Classification  | Grid Level | Step 1 –<br>0 – 2000<br>hours | Step 2 –<br>2001 – 4000<br>hours | Step 3 –<br>4001 – 6000<br>hours | Step 4 –<br>6001 hours<br>onwards |
|---|------------|-------------------------------|----------------------------------|----------------------------------|-----------------------------------|
| Licensed Practical Nurse                                  | 13-P-LPN   | \$28.14                       | \$29.40                          | \$30.95                          | \$32.26                           |
| Children Who Witness Abuse Counsellor                     | 13-P       | \$31.87                       | \$33.29                          | \$35.04                          | \$36.53                           |
| Accountant  | 14-P       | \$33.17                       | \$34.75                          | \$36.70                          | \$38.63                           |
| Addictions Counsellor                                     | 14-P       | \$33.17                       | \$34.75                          | \$36.70                          | \$38.63                           |
| Adult, Youth and/or Child Counsellor                      | 14-P       | \$33.17                       | \$34.75                          | \$36.70                          | \$38.63                           |
| Children Who Witness Abuse Counsellor<br>– Art Specialist | 14-P       | \$33.17                       | \$34.75                          | \$36.70                          | \$38.63                           |
| ESL Instructor  | 14-P       | \$33.17                       | \$34.75                          | \$36.70                          | \$38.63                           |
| Family Counsellor   | 14-P       | \$33.17                       | \$34.75                          | \$36.70                          | \$38.63                           |
| Infant Development Consultant                             | 14-P       | \$33.17                       | \$34.75                          | \$36.70                          | \$38.63                           |
| Stopping the Violence Counsellor                          | 14-P       | \$33.17                       | \$34.75                          | \$36.70                          | \$38.63                           |
| Supported Child Care Consultant                           | 14-P       | \$33.17                       | \$34.75                          | \$36.70                          | \$38.63                           |
| Nutritionist  | 16-P       | \$36.92                       | \$38.73                          | \$40.91                          | \$43.05                           |
| Behaviour Consultant                                      | 16-P       | \$36.92                       | \$38.73                          | \$40.91                          | \$43.05                           |
| Clinical Counsellor                                       | 16-P       | \$36.92                       | \$38.73                          | \$40.91                          | \$43.05                           |
| Occupational Therapist                                    | 16-P-OT    | \$37.80                       | \$39.66                          | \$41.88                          | \$44.08                           |
| Physiotherapist   | 16-P-PT    | \$37.80                       | \$39.66                          | \$41.88                          | \$44.08                           |
| Nurse   | 16-P-RN    | \$39.56                       | \$41.50                          | \$43.83                          | \$46.13                           |
| Speech Language Pathologist                               | 17-P       | \$39.07                       | \$40.89                          | \$43.05                          | \$45.26                           |