

CSS wage increases effective February 1, 2019 – new wage grids available

The Public Service Agency has calculated the Economic Stability Dividend (ESD) for 2019, which will amount to a 0.75% increase on hourly rates effective the first pay period after February 1, 2019.

A general wage increase of 1% is also in effect on the same date, raising hourly wage rates for all Community Social Service members by a total of 1.75%.

The bargaining agents for the sector have agreed to new wage grids that incorporate these increases for all members covered by the **Community Living and General Services Agreements**. New wage grids that incorporate the wage increases are available here:

[CSS 2019-02-01 Wage Grid GWI ESD FINAL.pdf](#)

The ESD was negotiated in collective agreements covering workers in direct government, health, social services, crown corporations, universities, K to 12 and other post-secondary institutions. The ESD increase applies to all collective agreements with the ESD Memorandum of Understanding. The ESD is included in several collective agreements the sector negotiated in 2013 and 2014.

The Economic Stability Dividend is calculated on the variation between the actual growth in provincial real Gross Domestic Product (GDP) and the projected real GDP growth, provided by the provincial Economic Forecast Council. Real GDP is adjusted for inflation and is measured by Statistics Canada. It is published on a provincial basis in their report titled Real Gross Domestic Product at Market Prices in November of each year.

The CSSBA has confirmed the Employer's ESD calculation of 0.75% on the new wage grids.

This is the last implementation of the Economic Stability Dividend from the April 1, 2014 to March 31, 2019 collective agreement. Under this agreement there was a total of 5.5% in general wage increases, 7.5% for comparability adjustments and 1.95% in four Economic Stability Dividend increases.

The recently negotiated collective agreement improves on this with additional general wage increases and annual amounts for Low Wage Redress, which will apply to all positions with comparable jobs in the Health Sector.

December 12, 2018

WAGE GRIDS – BY GRID LEVEL

Effective February 1, 2019, the JJEP Wage Grid is as follows:

JJEP Wage Grid – February 1, 2019				
Grid Level	Step 1 – 0 – 2000 hours	Step 2 – 2001 – 4000 hours	Step 3 – 4001 – 6000 hours	Step 4 – 6001 hours onwards
1	\$14.28	\$14.94	\$15.78	\$16.62
2	\$14.70	\$15.40	\$16.27	\$17.13
3	\$14.98	\$15.70	\$16.60	\$17.45
4	\$15.26	\$16.01	\$16.90	\$17.81
5	\$15.83	\$16.61	\$17.51	\$18.44
6	\$16.40	\$17.20	\$18.15	\$19.10
7	\$17.29	\$18.12	\$19.15	\$20.17
8	\$17.68	\$18.57	\$19.58	\$20.61
9	\$18.10	\$18.99	\$20.03	\$21.08
10	\$18.47	\$19.37	\$20.42	\$21.51
11	\$19.73	\$20.69	\$21.83	\$22.98
12A	\$20.91	\$21.94	\$22.64	\$23.25
12	\$20.91	\$21.94	\$23.13	\$24.36
13A	\$21.34	\$21.99	\$23.24	\$24.44
13	\$22.05	\$23.10	\$24.41	\$25.68
14	\$24.25	\$25.40	\$26.83	\$28.23
15	\$26.58	\$27.87	\$29.43	\$30.94
16	\$28.82	\$30.23	\$31.93	\$33.57
17	\$31.67	\$33.20	\$35.04	\$36.88
18	\$33.93	\$35.56	\$37.55	\$39.53
19	\$36.17	\$37.92	\$40.04	\$42.16
20	\$39.59	\$41.51	\$43.78	\$46.10

Effective February 1, 2019, the Paraprofessional Wage Grid is as follows:

Paraprofessional Wage Grid – February 1, 2019				
Grid Level	Step 1 – 0 – 2000 hours	Step 2 – 2001 – 4000 hours	Step 3 – 4001 – 6000 hours	Step 4 – 6001 hours onwards
13-P	\$26.20	\$27.37	\$28.81	\$30.04
14-P	\$27.22	\$28.53	\$30.12	\$31.71
15-P	\$29.24	\$30.58	\$32.23	\$33.85
16-P	\$31.20	\$32.73	\$34.57	\$36.38
17-P	\$34.55	\$36.16	\$38.07	\$40.03
18-P	\$36.83	\$38.55	\$40.62	\$42.72
19-P	\$39.12	\$40.94	\$43.17	\$45.37
20-P	\$42.59	\$44.56	\$46.97	\$49.39

WAGE GRIDS – BY POINT BAND

Effective February 1, 2019, the JJEP Wage Grid is as follows:

JJEP Wage Grid – February 1, 2019					
Point Band	Grid Level	Step 1 – 0 – 2000 hours	Step 2 – 2001 – 4000 hours	Step 3 – 4001 – 6000 hours	Step 4 – 6001 hours onwards
Up to 174	1	\$14.28	\$14.94	\$15.78	\$16.62
175 – 217	2	\$14.70	\$15.40	\$16.27	\$17.13
218 – 261	3	\$14.98	\$15.70	\$16.60	\$17.45
262 – 304	4	\$15.26	\$16.01	\$16.90	\$17.81
305 – 348	5	\$15.83	\$16.61	\$17.51	\$18.44
349 – 391	6	\$16.40	\$17.20	\$18.15	\$19.10
392 – 435	7	\$17.29	\$18.12	\$19.15	\$20.17
436 – 478	8	\$17.68	\$18.57	\$19.58	\$20.61
479 – 522	9	\$18.10	\$18.99	\$20.03	\$21.08
523 – 564	10	\$18.47	\$19.37	\$20.42	\$21.51
565 – 606	11	\$19.73	\$20.69	\$21.83	\$22.98
607 – 649	12A	\$20.91	\$21.94	\$22.64	\$23.25
607 – 649	12	\$20.91	\$21.94	\$23.13	\$24.36
650 – 692	13A	\$21.34	\$21.99	\$23.24	\$24.44
650 – 692	13	\$22.05	\$23.10	\$24.41	\$25.68
693 – 736	14	\$24.25	\$25.40	\$26.83	\$28.23
737 – 780	15	\$26.58	\$27.87	\$29.43	\$30.94
781 – 824	16	\$28.82	\$30.23	\$31.93	\$33.57
825 – 868	17	\$31.67	\$33.20	\$35.04	\$36.88
869 – 912	18	\$33.93	\$35.56	\$37.55	\$39.53
913 – 956	19	\$36.17	\$37.92	\$40.04	\$42.16
957 – 1000	20	\$39.59	\$41.51	\$43.78	\$46.10

Effective February 1, 2019, the Paraprofessional Wage Grid is as follows:

Paraprofessional Wage Grid – February 1, 2019					
Point Band	Grid Level	Step 1 – 0 – 2000 hours	Step 2 – 2001 – 4000 hours	Step 3 – 4001 – 6000 hours	Step 4 – 6001 hours onwards
650 – 692	13-P	\$26.20	\$27.37	\$28.81	\$30.04
693 – 736	14-P	\$27.22	\$28.53	\$30.12	\$31.71
937 – 780	15-P	\$29.24	\$30.58	\$32.23	\$33.85
781 – 824	16-P	\$31.20	\$32.73	\$34.57	\$36.38
825 – 868	17-P	\$34.55	\$36.16	\$38.07	\$40.03
869 – 912	18-P	\$36.83	\$38.55	\$40.62	\$42.72
913 – 956	19-P	\$39.12	\$40.94	\$43.17	\$45.37
957 – 1000	20-P	\$42.59	\$44.56	\$46.97	\$49.39

WAGE GRIDS – BY CLASSIFICATION

Effective February 1, 2019, the JJEP Wage Grid is as follows:

JJEP Wage Grid – February 1, 2019					
Job Classification	Grid Level	Step 1 – 0 – 2000 hours	Step 2 – 2001 – 4000 hours	Step 3 – 4001 – 6000 hours	Step 4 – 6001 hours onwards
Housekeeper	3	\$14.98	\$15.70	\$16.60	\$17.45
Janitor	3	\$14.98	\$15.70	\$16.60	\$17.45
Asleep Residential Night Worker	5	\$15.83	\$16.61	\$17.51	\$18.44
Administrative Assistant 1	5	\$15.83	\$16.61	\$17.51	\$18.44
Retail Worker	5	\$15.83	\$16.61	\$17.51	\$18.44
Awake Residential Night Worker	6	\$16.40	\$17.20	\$18.15	\$19.10
Early Childhood Educator Assistant	6	\$16.40	\$17.20	\$18.15	\$19.10
Emergency Shelter Worker	6	\$16.40	\$17.20	\$18.15	\$19.10
Truck Driver	6	\$16.40	\$17.20	\$18.15	\$19.10
Accounting Clerk	7	\$17.29	\$18.12	\$19.15	\$20.17
Passenger Vehicle Driver	7	\$17.29	\$18.12	\$19.15	\$20.17
Administrative Assistant 2	7	\$17.29	\$18.12	\$19.15	\$20.17
Activity Worker	8	\$17.68	\$18.57	\$19.58	\$20.61
Child & Youth Transition House Worker	8	\$17.68	\$18.57	\$19.58	\$20.61
Cook	9	\$18.10	\$18.99	\$20.03	\$21.08
Database Clerk	9	\$18.10	\$18.99	\$20.03	\$21.08
Group Facilitator	9	\$18.10	\$18.99	\$20.03	\$21.08
School Aged Child Worker	9	\$18.10	\$18.99	\$20.03	\$21.08
Administrative Assistant 3	10	\$18.47	\$19.37	\$20.42	\$21.51
Bookkeeper	10	\$18.47	\$19.37	\$20.42	\$21.51
Building Maintenance Worker	10	\$18.47	\$19.37	\$20.42	\$21.51
Community Support Worker	10	\$18.47	\$19.37	\$20.42	\$21.51
Computer Technical Support Specialist	10	\$18.47	\$19.37	\$20.42	\$21.51
Early Childhood Educator	10	\$18.47	\$19.37	\$20.42	\$21.51
Employment Counsellor	10	\$18.47	\$19.37	\$20.42	\$21.51
Reconnect Worker	10	\$18.47	\$19.37	\$20.42	\$21.51
Residence Worker	10	\$18.47	\$19.37	\$20.42	\$21.51
Retail Supervisor	10	\$18.47	\$19.37	\$20.42	\$21.51
Settlement & Integration Worker	10	\$18.47	\$19.37	\$20.42	\$21.51
Supervised Access Worker	10	\$18.47	\$19.37	\$20.42	\$21.51
Transition House Worker	10	\$18.47	\$19.37	\$20.42	\$21.51
Vocational Worker	10	\$18.47	\$19.37	\$20.42	\$21.51
Adult, Youth and/or Child Worker	11	\$19.73	\$20.69	\$21.83	\$22.98
Child Care Resource and Referral Worker	11	\$19.73	\$20.69	\$21.83	\$22.98
Residential Child & Youth Worker	11	\$19.73	\$20.69	\$21.83	\$22.98
School Based Prevention Worker	11	\$19.73	\$20.69	\$21.83	\$22.98

Special Services Worker	11	\$19.73	\$20.69	\$21.83	\$22.98
Victim Service Worker	11	\$19.73	\$20.69	\$21.83	\$22.98
Vocational Counsellor	11	\$19.73	\$20.69	\$21.83	\$22.98
Program Coordinator 1	12A	\$20.91	\$21.94	\$22.64	\$23.25
Volunteer Coordinator	12A	\$20.91	\$21.94	\$22.64	\$23.25
Administrative Assistant 4	12	\$20.91	\$21.94	\$23.13	\$24.36
Community Connector	12	\$20.91	\$21.94	\$23.13	\$24.36
Family Support Worker	12	\$20.91	\$21.94	\$23.13	\$24.36
Residence Worker Senior	12	\$20.91	\$21.94	\$23.13	\$24.36
Crisis Line Coordinator	13A	\$21.34	\$21.99	\$23.24	\$24.44
Early Childhood Educator Senior	13	\$22.05	\$23.10	\$24.41	\$25.68
Program Coordinator 2	14	\$24.25	\$25.40	\$26.83	\$28.23
Residence Coordinator	14	\$24.25	\$25.40	\$26.83	\$28.23

WAGE GRIDS – BY CLASSIFICATION

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Paraprofessional Wage Grid – February 1, 2019					
Job Classification	Grid Level	Step 1 – 0 – 2000 hours	Step 2 – 2001 – 4000 hours	Step 3 – 4001 – 6000 hours	Step 4 – 6001 hours onwards
Children Who Witness Abuse Counsellor	13-P	\$26.20	\$27.37	\$28.81	\$30.04
Licensed Practical Nurse	13-P	\$26.20	\$27.37	\$28.81	\$30.04
Accountant	14-P	\$27.22	\$28.53	\$30.12	\$31.71
Addictions Counsellor	14-P	\$27.22	\$28.53	\$30.12	\$31.71
Adult, Youth and/or Child Counsellor	14-P	\$27.22	\$28.53	\$30.12	\$31.71
Children Who Witness Abuse Counsellor – Art Specialist	14-P	\$27.22	\$28.53	\$30.12	\$31.71
ESL Instructor	14-P	\$27.22	\$28.53	\$30.12	\$31.71
Family Counsellor	14-P	\$27.22	\$28.53	\$30.12	\$31.71
Infant Development Consultant	14-P	\$27.22	\$28.53	\$30.12	\$31.71
Stopping the Violence Counsellor	14-P	\$27.22	\$28.53	\$30.12	\$31.71
Supported Child Care Consultant	14-P	\$27.22	\$28.53	\$30.12	\$31.71
Nutritionist	15-P	\$29.24	\$30.58	\$32.23	\$33.85
Behaviour Consultant	16-P	\$31.20	\$32.73	\$34.57	\$36.38
Clinical Counsellor	16-P	\$31.20	\$32.73	\$34.57	\$36.38
Occupational Therapist	16-P	\$31.20	\$32.73	\$34.57	\$36.38
Physiotherapist	16-P	\$31.20	\$32.73	\$34.57	\$36.38
Nurse	16-P	\$31.20	\$32.73	\$34.57	\$36.38
Speech Language Pathologist	17-P	\$34.55	\$36.16	\$38.07	\$40.03