



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	Step 2 – 2001 – 4000	Step 3 – 4001 – 6000	Step 4 – 6001 hours			
	hours	hours	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	Step 2 – 2001 – 4000	Step 3 – 4001 – 6000	Step 4 – 6001 hours			
		hours	hours	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:

Housekeeper		JJEP Wage Grid – February 1, 2019								
Saleep Residential Night Worker 5 \$15.83 \$16.61 \$17.51 \$15.84 \$15.70 \$16.60 \$15.84 \$15.85 \$15.83 \$16.61 \$17.51 \$15.85 \$15.83 \$16.61 \$17.51 \$15.85 \$15.83 \$16.61 \$17.51 \$15.85 \$15.83 \$16.61 \$17.51 \$15.85 \$15.83 \$16.61 \$17.51 \$15.85 \$15.83 \$16.61 \$17.51 \$15.85 \$15.83 \$16.61 \$17.51 \$15.85 \$15.83 \$16.61 \$17.51 \$15.85 \$15.83 \$16.61 \$17.51 \$15.85 \$15.83 \$16.61 \$17.51 \$15.85 \$16.61 \$17.51 \$15.85 \$16.61 \$17.20 \$18.15 \$15.85 \$16.61 \$17.20 \$18.15 \$15.85 \$16.60 \$17.20 \$18.15 \$15.85 \$16.61 \$17.20 \$18.15 \$15.85 \$16.61 \$17.20 \$18.15 \$15.85 \$16.61 \$17.20 \$18.15 \$15.85 \$16.61 \$17.20 \$18.15 \$15.85 \$16.61 \$17.20 \$18.15 \$15.85 \$16.61 \$17.20 \$18.15 \$15.85 \$16.61 \$17.20 \$18.15 \$15.85 \$16.61 \$17.20 \$18.15 \$15.85 \$15.68 \$16.40 \$17.20 \$18.15 \$15.85 \$17.68 \$18.15 \$19.15 \$15.85 \$15.60 \$18.15 \$19.15 \$15.85 \$15.60 \$18.15 \$19.15 \$15.85 \$15.60 \$18.15 \$19.15 \$15.85 \$15.60 \$18.85 \$19.55 \$15.85 \$15.60 \$18.85 \$19.55 \$15.60 \$18.85 \$18.57 \$19.58 \$15.60 \$18.85 \$18.57 \$19.58 \$15.60 \$18.85 \$18.50 \$18.99 \$20.03 \$15.60 \$18.40 \$18.99 \$20.03 \$15.60 \$18.40 \$18.99 \$20.03 \$15.60 \$18.40 \$18.99 \$20.03 \$15.60 \$18.40 \$18.99 \$20.03 \$15.60 \$18.40 \$18.99 \$20.03 \$15.60 \$18.40 \$18.99 \$20.03 \$15.60 \$18.40 \$18.99 \$20.03 \$15.60 \$18.40 \$18.99 \$20.03 \$15.60 \$18.40 \$18.99 \$20.03 \$15.60 \$18.40 \$18.99 \$20.03 \$15.60 \$18.40 \$18.99 \$20.03 \$15.60 \$18.40 \$18.99 \$20.03 \$15.60 \$18.40 \$19.37 \$20.42 \$15.60 \$18.40 \$19.37 \$20.42 \$15.60 \$18.40 \$19.37 \$20.42 \$15.60 \$18.40 \$19.37 \$20.42 \$15.60 \$15.40 \$19.37 \$20.42 \$15.60 \$15.40 \$19.37 \$20.42 \$15.60 \$15.40 \$19.37 \$20.42 \$15.60 \$15.40 \$19.37 \$20.42 \$15.60 \$15.40 \$19.37 \$20.42 \$15.60 \$15.40 \$15.40	tep 4 –)1 hours nwards) (4001 – 6000	2001 – 4000	0 – 2000		Job Classification			
Saleep Residential Night Worker 5 \$15.83 \$16.61 \$17.51 \$15.84 \$15.70 \$16.60 \$15.84 \$15.85 \$15.83 \$16.61 \$17.51 \$15.85 \$15.83 \$16.61 \$17.51 \$15.85 \$15.83 \$16.61 \$17.51 \$15.85 \$15.83 \$16.61 \$17.51 \$15.85 \$15.83 \$16.61 \$17.51 \$15.85 \$15.83 \$16.61 \$17.51 \$15.85 \$15.83 \$16.61 \$17.51 \$15.85 \$15.83 \$16.61 \$17.51 \$15.85 \$15.83 \$16.61 \$17.51 \$15.85 \$15.83 \$16.61 \$17.51 \$15.85 \$16.61 \$17.51 \$15.85 \$16.61 \$17.20 \$18.15 \$15.85 \$16.61 \$17.20 \$18.15 \$15.85 \$16.60 \$17.20 \$18.15 \$15.85 \$16.61 \$17.20 \$18.15 \$15.85 \$16.61 \$17.20 \$18.15 \$15.85 \$16.61 \$17.20 \$18.15 \$15.85 \$16.61 \$17.20 \$18.15 \$15.85 \$16.61 \$17.20 \$18.15 \$15.85 \$16.61 \$17.20 \$18.15 \$15.85 \$16.61 \$17.20 \$18.15 \$15.85 \$16.61 \$17.20 \$18.15 \$15.85 \$15.68 \$16.40 \$17.20 \$18.15 \$15.85 \$17.68 \$18.15 \$19.15 \$15.85 \$15.60 \$18.15 \$19.15 \$15.85 \$15.60 \$18.15 \$19.15 \$15.85 \$15.60 \$18.15 \$19.15 \$15.85 \$15.60 \$18.85 \$19.55 \$15.85 \$15.60 \$18.85 \$19.55 \$15.60 \$18.85 \$18.57 \$19.58 \$15.60 \$18.85 \$18.57 \$19.58 \$15.60 \$18.85 \$18.50 \$18.99 \$20.03 \$15.60 \$18.40 \$18.99 \$20.03 \$15.60 \$18.40 \$18.99 \$20.03 \$15.60 \$18.40 \$18.99 \$20.03 \$15.60 \$18.40 \$18.99 \$20.03 \$15.60 \$18.40 \$18.99 \$20.03 \$15.60 \$18.40 \$18.99 \$20.03 \$15.60 \$18.40 \$18.99 \$20.03 \$15.60 \$18.40 \$18.99 \$20.03 \$15.60 \$18.40 \$18.99 \$20.03 \$15.60 \$18.40 \$18.99 \$20.03 \$15.60 \$18.40 \$18.99 \$20.03 \$15.60 \$18.40 \$18.99 \$20.03 \$15.60 \$18.40 \$19.37 \$20.42 \$15.60 \$18.40 \$19.37 \$20.42 \$15.60 \$18.40 \$19.37 \$20.42 \$15.60 \$18.40 \$19.37 \$20.42 \$15.60 \$15.40 \$19.37 \$20.42 \$15.60 \$15.40 \$19.37 \$20.42 \$15.60 \$15.40 \$19.37 \$20.42 \$15.60 \$15.40 \$19.37 \$20.42 \$15.60 \$15.40 \$19.37 \$20.42 \$15.60 \$15.40 \$15.40	17.45		\$16.60	\$15.70	\$14.98	3	Housekeeper			
Asleep Residential Night Worker 5 \$15.83 \$16.61 \$17.51 \$3 Administrative Assistant 1 5 \$15.83 \$16.61 \$17.51 \$3 Retail Worker 5 \$15.83 \$16.61 \$17.51 \$3 Awake Residential Night Worker 6 \$16.40 \$17.20 \$18.15 \$3 Early Childhood Educator Assistant 6 \$16.40 \$17.20 \$18.15 \$3 Early Childhood Educator Assistant 6 \$16.40 \$17.20 \$18.15 \$3 Early Childhood Educator Assistant 6 \$16.40 \$17.20 \$18.15 \$3 Early Childhood Educator Assistant 6 \$16.40 \$17.20 \$18.15 \$3 Early Childhood Educator Assistant 6 \$16.40 \$17.20 \$18.15 \$3 Early Childhood Educator Educa	17.45		\$16.60	\$15.70		3	Janitor			
Administrative Assistant 1 5 \$15.83 \$16.61 \$17.51 \$3 Retail Worker 5 \$15.83 \$16.61 \$17.51 \$3 Awake Residential Night Worker 6 \$16.40 \$17.20 \$18.15 \$3 Early Childhood Educator Assistant 6 \$16.40 \$17.20 \$18.15 \$3 Emergency Shelter Worker 7 \$17.20 \$18.15 \$3 Accounting Clerk 7 \$17.29 \$18.12 \$19.15 \$3 Accounting Clerk 7 \$17.29 \$18.12 \$19.15 \$3 Administrative Assistant 2 7 \$17.29 \$18.12 \$19.15 \$3 Administrative Assistant 2 7 \$17.29 \$18.12 \$19.15 \$3 Activity Worker 8 \$17.68 \$18.57 \$19.58 \$3 Child & Youth Transition House Worker 8 \$17.68 \$18.57 \$19.58 \$3 Cook 9 \$18.10 \$18.99 \$20.03 \$3 Cook 9 \$18.10 \$18.99 \$20.03 \$3 Group Facilitator 9 \$18.10 \$18.99 \$20.03 \$3 Group Facilitator 9 \$18.10 \$18.99 \$20.03 \$3 School Aged Child Worker 9 \$18.10 \$18.99 \$20.03 \$3 School Aged Child Worker 9 \$18.10 \$18.99 \$20.03 \$3 School Aged Child Worker 9 \$18.10 \$18.99 \$20.03 \$3 School Aged Child Worker 9 \$18.10 \$18.99 \$20.03 \$3 School Aged Child Worker 9 \$18.10 \$18.99 \$20.03 \$3 School Aged Child Worker 9 \$18.10 \$18.99 \$20.03 \$3 School Aged Child Worker 9 \$18.10 \$18.99 \$20.03 \$3 School Aged Child Worker 9 \$18.10 \$18.99 \$20.03 \$3 School Aged Child Worker 9 \$18.10 \$18.99 \$20.03 \$3 School Aged Child Worker 9 \$18.10 \$18.99 \$20.03 \$3 School Aged Child Worker 9 \$18.10 \$18.99 \$20.03 \$3 School Aged Child Worker 9 \$18.10 \$18.99 \$20.03 \$3 School Aged Child Worker 9 \$18.10 \$18.99 \$20.03 \$3 School Aged Child Worker 9 \$18.10 \$18.99 \$20.03 \$3 School Aged Child Worker 9 \$18.10 \$18.99 \$20.03 \$3 School Aged Child Worker 9 \$18.10 \$18.99 \$20.03 \$3 School Aged Child Worker 9 \$18.10 \$18.99 \$20.03 \$3 School Aged Child Worker 9 \$18.10 \$18.47 \$19.37 \$20.42 \$3 School Aged Child Worker 9 \$18.10 \$18.47 \$19.37 \$20.42 \$3 School Aged Child Worker 9 \$18.47 \$19.37 \$20.42 \$3 School Aged Child Worker 9 \$18.10 \$3 School Aged Child Worker 9 \$18.47 \$19.37 \$20.42 \$3 School Aged Child Worker 9 \$18.47 \$19.37 \$20.42 \$3 School Aged Child	18.44		\$17.51		\$15.83	5	Asleep Residential Night Worker			
Awake Residential Night Worker 6 \$16.40 \$17.20 \$18.15 \$18.15 \$18.15 \$18.15 \$18.15 \$18.15 \$18.15 \$18.15 \$18.15 \$18.15 \$18.15 \$18.15 \$18.15 \$18.15 \$18.15 \$18.15 \$18.15 \$18.15 \$18.15 \$18.15 \$18.15 \$18.12 \$18.15 \$18.12 \$18.15 \$18.12 \$19.15 \$18.12 \$19.15 \$18.12 \$19.15 \$18.12 \$19.15 \$18.12 \$19.15 \$18.12 \$19.15 \$18.12 \$19.15 \$18.12 \$19.15 \$18.12 \$19.15 \$18.12 \$19.15 \$18.12 \$19.15 \$18.12 \$19.15 \$18.12 \$19.15 \$18.12 \$19.15 \$18.12 \$19.15 \$18.12 \$19.15 \$18.12 \$19.15 \$18.12 \$19.15 \$18.12 \$19.15 \$18.12 \$19.15 \$18.12 \$19.15 \$18.12 \$19.15 \$18.12 \$19.15 \$18.12 \$19.15 \$18.12 \$19.15 \$18.12 \$19.15 \$18.12 \$19.15 \$18.12	18.44		\$17.51	\$16.61	\$15.83	5	Administrative Assistant 1			
Early Childhood Educator Assistant 6 \$16.40 \$17.20 \$18.15 \$1 Emergency Shelter Worker 6 \$16.40 \$17.20 \$18.15 \$1 Truck Driver 6 \$16.40 \$17.20 \$18.15 \$1 Accounting Clerk 7 \$17.29 \$18.12 \$19.15 \$1 Passenger Vehicle Driver 7 \$17.29 \$18.12 \$19.15 \$1 Administrative Assistant 2 7 \$17.29 \$18.12 \$19.15 \$1 Activity Worker 8 \$17.68 \$18.57 \$19.58 \$1 Child & Youth Transition House Worker 8 \$17.68 \$18.57 \$19.58 \$1 Chook 9 \$18.10 \$18.99 \$20.03 \$2 Cook 9 \$18.10 \$18.99 \$20.03 \$2 Group Facilitator 9 \$18.10 \$18.99 \$20.03 \$2 School Aged Child Worker 9 \$18.10 \$18.99 \$20.03 \$2 Administr	18.44		\$17.51	\$16.61	\$15.83	5	Retail Worker			
Emergency Shelter Worker 6 \$16.40 \$17.20 \$18.15 \$5 Truck Driver 6 \$16.40 \$17.20 \$18.15 \$5 Accounting Clerk 7 \$17.29 \$18.12 \$19.15 \$5 Passenger Vehicle Driver 7 \$17.29 \$18.12 \$19.15 \$5 Administrative Assistant 2 7 \$17.29 \$18.12 \$19.15 \$5 Activity Worker 8 \$17.68 \$18.57 \$19.58 \$5 Child & Youth Transition House Worker 8 \$17.68 \$18.57 \$19.58 \$5 Cook 9 \$18.10 \$18.99 \$20.03 \$5 Cook 9 \$18.10 \$18.99 \$20.03 \$5 Group Facilitator 9 \$18.10 \$18.99 \$20.03 \$5 School Aged Child Worker 9 \$18.10 \$18.99 \$20.03 \$5 Administrative Assistant 3 10 \$18.47 \$19.37 \$20.42 \$5 Bookkeeper	19.10		\$18.15	\$17.20	\$16.40	6	Awake Residential Night Worker			
Truck Driver 6 \$16.40 \$17.20 \$18.15 \$5 Accounting Clerk 7 \$17.29 \$18.12 \$19.15 \$5 Passenger Vehicle Driver 7 \$17.29 \$18.12 \$19.15 \$5 Administrative Assistant 2 7 \$17.29 \$18.12 \$19.15 \$5 Activity Worker 8 \$17.68 \$18.57 \$19.58 \$5 Child & Youth Transition House Worker 8 \$17.68 \$18.57 \$19.58 \$5 Cook 9 \$18.10 \$18.99 \$20.03 \$5 Cook 9 \$18.10 \$18.99 \$20.03 \$5 Group Facilitator 9 \$18.10 \$18.99 \$20.03 \$5 School Aged Child Worker 9 \$18.10 \$18.99 \$20.03 \$5 School Aged Child Worker 9 \$18.47 \$19.37 \$20.42 \$5 School Aged Child Worker 9 \$18.47 \$19.37 \$20.42 \$5 School Aged Child Wo	19.10		\$18.15	\$17.20	\$16.40	6	Early Childhood Educator Assistant			
Accounting Clerk 7 \$17.29 \$18.12 \$19.15 \$2 Passenger Vehicle Driver 7 \$17.29 \$18.12 \$19.15 \$3 Administrative Assistant 2 7 \$17.29 \$18.12 \$19.15 \$3 Activity Worker 8 \$17.68 \$18.57 \$19.58 \$3 Child & Youth Transition House Worker 8 \$17.68 \$18.57 \$19.58 \$3 Cook 9 \$18.10 \$18.99 \$20.03 \$3 Cook 9 \$18.10 \$18.99 \$20.03 \$3 Group Facilitator 9 \$18.10 \$18.99 \$20.03 \$3 School Aged Child Worker 9 \$18.10 \$18.99 \$20.03 \$3 School Aged Child Worker 9 \$18.10 \$18.99 \$20.03 \$3 School Aged Child Worker 9 \$18.10 \$18.99 \$20.03 \$3 School Aged Child Worker 9 \$18.47 \$19.37 \$20.42 \$3 Bookkeep	19.10		\$18.15	\$17.20	\$16.40	6	Emergency Shelter Worker			
Passenger Vehicle Driver 7 \$17.29 \$18.12 \$19.15 \$3 Administrative Assistant 2 7 \$17.29 \$18.12 \$19.15 \$3 Activity Worker 8 \$17.68 \$18.57 \$19.58 \$3 Child & Youth Transition House Worker 8 \$17.68 \$18.57 \$19.58 \$3 Cook 9 \$18.10 \$18.99 \$20.03 \$3 Cook 9 \$18.10 \$18.99 \$20.03 \$3 Group Facilitator 9 \$18.10 \$18.99 \$20.03 \$3 School Aged Child Worker 9 \$18.10 \$18.99 \$20.03 \$3 School Aged Child Worker 9 \$18.10 \$18.99 \$20.03 \$3 School Aged Child Worker 9 \$18.10 \$18.99 \$20.03 \$3 Administrative Assistant 3 10 \$18.47 \$19.37 \$20.42 \$3 Bookkeeper 10 \$18.47 \$19.37 \$20.42 \$3 Building M	19.10		\$18.15	\$17.20	\$16.40	6	Truck Driver			
Administrative Assistant 2 7 \$17.29 \$18.12 \$19.15 \$3 Activity Worker 8 \$17.68 \$18.57 \$19.58 \$3 Child & Youth Transition House Worker 8 \$17.68 \$18.57 \$19.58 \$3 Cook 9 \$18.10 \$18.99 \$20.03 \$3 Database Clerk 9 \$18.10 \$18.99 \$20.03 \$3 Group Facilitator 9 \$18.10 \$18.99 \$20.03 \$3 School Aged Child Worker 9 \$18.10 \$18.99 \$20.03 \$3 Administrative Assistant 3 10 \$18.47 \$19.37 \$20.42 \$3 Bookkeeper 10 \$18.47 \$19.37 \$20.42 \$3 Bookkeeper 10 \$18.47 \$19.37 \$20.42 \$3 Building Maintenance Worker 10 \$18.47 \$19.37 \$20.42 \$3 Community Support Worker 10 \$18.47 \$19.37 \$20.42 \$3 Computer Technical Support Specialist 10 \$18.47 \$19.37 \$20.42 \$3 Early Childhood Educator 10 \$18.47 \$19.37 \$20.42 \$3 Employment Counsellor 10 \$18.47 \$19.37 \$20.42 \$3 Reconnect Worker 10 \$18.47 \$19.37 \$20.42 \$3 Reconnect Worker 10 \$18.47 \$19.37 \$20.42 \$3 Residence Worker 10 \$18.47 \$19.37 \$20.42 \$3 Settlement & Integration Worker 10 \$18.47 \$19.37 \$20.42 \$3 Supervised Access Worker 10 \$18.47 \$19.37 \$20.42 \$3 Supervised Access Worker 10 \$18.47 \$19.37 \$20.42 \$3 Transition House Worker 10 \$18.47 \$19.37 \$20.42 \$3 Adult, Youth and/or Child Worker 11 \$19.73 \$20.69 \$21.83	20.17		\$19.15	\$18.12	\$17.29	7	Accounting Clerk			
Activity Worker 8 \$17.68 \$18.57 \$19.58 \$2 Child & Youth Transition House Worker 8 \$17.68 \$18.57 \$19.58 \$3 Cook 9 \$18.10 \$18.99 \$20.03 \$3 Database Clerk 9 \$18.10 \$18.99 \$20.03 \$3 Group Facilitator 9 \$18.10 \$18.99 \$20.03 \$3 School Aged Child Worker 9 \$18.10 \$18.99 \$20.03 \$3 Administrative Assistant 3 10 \$18.47 \$19.37 \$20.42 \$3 Bookkeeper 10 \$18.47 \$19.37 \$20.42 \$3 Building Maintenance Worker 10 \$18.47 \$19.37 \$20.42 \$3 Community Support Worker 10 \$18.47 \$19.37 \$20.42 \$3 Computer Technical Support Specialist 10 \$18.47 \$19.37 \$20.42 \$3 Early Childhood Educator 10 \$18.47 \$19.37 \$20.42 \$3 Reconnect Worker 10 \$18.47 \$19.37 \$20.42 \$3	20.17		\$19.15	\$18.12	\$17.29	7	Passenger Vehicle Driver			
Child & Youth Transition House Worker 8 \$17.68 \$18.57 \$19.58 \$2 Cook 9 \$18.10 \$18.99 \$20.03 \$3 Database Clerk 9 \$18.10 \$18.99 \$20.03 \$3 Group Facilitator 9 \$18.10 \$18.99 \$20.03 \$3 School Aged Child Worker 9 \$18.10 \$18.99 \$20.03 \$3 Administrative Assistant 3 10 \$18.47 \$19.37 \$20.42 \$3 Bookkeeper 10 \$18.47 \$19.37 \$20.42 \$3 Building Maintenance Worker 10 \$18.47 \$19.37 \$20.42 \$3 Community Support Worker 10 \$18.47 \$19.37 \$20.42 \$3 Computer Technical Support Specialist 10 \$18.47 \$19.37 \$20.42 \$3 Early Childhood Educator 10 \$18.47 \$19.37 \$20.42 \$3 Employment Counsellor 10 \$18.47 \$19.37 \$20.42 \$3 </td <td>20.17</td> <td></td> <td>\$19.15</td> <td>\$18.12</td> <td>\$17.29</td> <td>7</td> <td>Administrative Assistant 2</td>	20.17		\$19.15	\$18.12	\$17.29	7	Administrative Assistant 2			
Cook 9 \$18.10 \$18.99 \$20.03 \$3 Database Clerk 9 \$18.10 \$18.99 \$20.03 \$3 Group Facilitator 9 \$18.10 \$18.99 \$20.03 \$3 School Aged Child Worker 9 \$18.10 \$18.99 \$20.03 \$3 Administrative Assistant 3 10 \$18.47 \$19.37 \$20.42 \$3 Bookkeeper 10 \$18.47 \$19.37 \$20.42 \$3 Building Maintenance Worker 10 \$18.47 \$19.37 \$20.42 \$3 Community Support Worker 10 \$18.47 \$19.37 \$20.42 \$3 Computer Technical Support Specialist 10 \$18.47 \$19.37 \$20.42 \$3 Early Childhood Educator 10 \$18.47 \$19.37 \$20.42 \$3 Employment Counsellor 10 \$18.47 \$19.37 \$20.42 \$3 Reconnect Worker 10 \$18.47 \$19.37 \$20.42 \$3	20.61		\$19.58	\$18.57	\$17.68	8	Activity Worker			
Database Clerk 9 \$18.10 \$18.99 \$20.03 \$3 Group Facilitator 9 \$18.10 \$18.99 \$20.03 \$3 School Aged Child Worker 9 \$18.10 \$18.99 \$20.03 \$3 Administrative Assistant 3 10 \$18.47 \$19.37 \$20.42 \$3 Bookkeeper 10 \$18.47 \$19.37 \$20.42 \$3 Community Support Worker 10 \$18.47 \$19.37 \$20.42 \$3 Computer Technical Support Specialist 10 \$18.47 \$19.37 \$20.42 \$3 Early Childhood Educator 10 \$18.47 \$19.37 \$20.42 \$3 Employment Counsellor 10 \$18.47 \$19.37 \$20.42 \$3 Reconnect Worker 10 \$18.47 \$19.37 \$20.42 \$3 Residence Worker 10 \$18.47 \$19.37 \$20.42 \$3 Settlement & Integration Worker 10 \$18.47 \$19.37 \$20.42 \$3	20.61		\$19.58	\$18.57	\$17.68	8	Child & Youth Transition House Worker			
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Building Maintenance Worker 10 \$18.47 \$19.37 \$20.42 \$20.42 Community Support Worker 10 \$18.47 \$19.37 \$20.42 \$20.42 Computer Technical Support Specialist 10 \$18.47 \$19.37 \$20.42 \$20.42 Early Childhood Educator 10 \$18.47 \$19.37 \$20.42 \$20.42 Employment Counsellor 10 \$18.47 \$19.37 \$20.42 \$20.42 Reconnect Worker 10 \$18.47 \$19.37 \$20.42 \$20.42 Residence Worker 10 \$18.47 \$19.37 \$20.42 \$20.42 Retail Supervisor 10 \$18.47 \$19.37 \$20.42 \$20.42 Settlement & Integration Worker 10 \$18.47 \$19.37 \$20.42 \$20.42 Transition House Worker 10 \$18.47 \$19.37 \$20.42 \$20.42 Vocational Worker 10 \$18.47 \$19.37 \$20.42 \$20.42 Adult, Youth and/or Child Worker 11 \$19.73 \$20.69 \$21.83	21.51		\$20.42	\$19.37	\$18.47	10	Administrative Assistant 3			
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Residence Worker 10 \$18.47 \$19.37 \$20.42 \$2 Retail Supervisor 10 \$18.47 \$19.37 \$20.42 \$2 Settlement & Integration Worker 10 \$18.47 \$19.37 \$20.42 \$2 Supervised Access Worker 10 \$18.47 \$19.37 \$20.42 \$2 Transition House Worker 10 \$18.47 \$19.37 \$20.42 \$2 Vocational Worker 10 \$18.47 \$19.37 \$20.42 \$2 Adult, Youth and/or Child Worker 11 \$19.73 \$20.69 \$21.83 \$2	21.51		\$20.42	\$19.37	\$18.47	10	Employment Counsellor			
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Settlement & Integration Worker 10 \$18.47 \$19.37 \$20.42 \$2 Supervised Access Worker 10 \$18.47 \$19.37 \$20.42 \$2 Transition House Worker 10 \$18.47 \$19.37 \$20.42 \$2 Vocational Worker 10 \$18.47 \$19.37 \$20.42 \$2 Adult, Youth and/or Child Worker 11 \$19.73 \$20.69 \$21.83 \$2	21.51		\$20.42	\$19.37	\$18.47	10	Residence Worker			
Supervised Access Worker 10 \$18.47 \$19.37 \$20.42 \$2 Transition House Worker 10 \$18.47 \$19.37 \$20.42 \$2 Vocational Worker 10 \$18.47 \$19.37 \$20.42 \$2 Adult, Youth and/or Child Worker 11 \$19.73 \$20.69 \$21.83 \$2	21.51		\$20.42	\$19.37	\$18.47	10	Retail Supervisor			
Transition House Worker 10 \$18.47 \$19.37 \$20.42 \$2 Vocational Worker 10 \$18.47 \$19.37 \$20.42 \$2 Adult, Youth and/or Child Worker 11 \$19.73 \$20.69 \$21.83 \$2	21.51		\$20.42	\$19.37	\$18.47	10	Settlement & Integration Worker			
Vocational Worker 10 \$18.47 \$19.37 \$20.42 \$2 Adult, Youth and/or Child Worker 11 \$19.73 \$20.69 \$21.83 \$2	21.51		\$20.42	\$19.37	\$18.47	10	Supervised Access Worker			
Adult, Youth and/or Child Worker 11 \$19.73 \$20.69 \$21.83 \$2	21.51		\$20.42	\$19.37	\$18.47	10	Transition House Worker			
	21.51		\$20.42	\$19.37	\$18.47	10	Vocational Worker			
Child Care Resource and Referral Worker 11 \$10.72 \$20.60 \$21.92 \$3	22.98		\$21.83	\$20.69	\$19.73	11	Adult, Youth and/or Child Worker			
Clina Care resource and referral worker 11 \$15.75 \$20.05 \$21.05	22.98		\$21.83	\$20.69	\$19.73	11	Child Care Resource and Referral Worker			
Residential Child & Youth Worker 11 \$19.73 \$20.69 \$21.83 \$2	22.98		\$21.83	\$20.69	\$19.73	11	Residential Child & Youth Worker			
School Based Prevention Worker 11 \$19.73 \$20.69 \$21.83 \$2	22.98		\$21.83	\$20.69	\$19.73	11	School Based Prevention Worker			





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

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

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		