

## AGREEMENT BETWEEN

**Community Social Services Employers' Association (CSSEA)**

**AND**

**Community Social Services Bargaining Association of Unions (CSSBA)**

**Re: April 1, 2023 and April 1, 2024 Wage Grids and Health Sector Wage Comparability**

### **Facilities Wage Comparability Review**

The parties have agreed on the distribution of the Facilities Wage Comparability, effective April 1, 2023. The agreement provides for the following wage increases:

- JJE (non-Paraprofessional) classifications in Grid Levels 1 to 9 will receive a \$0.25 per hour wage increase, after both the April 1, 2023 General Wage Increase (GWI) and cost of living adjustment (COLA) have been applied.
- JJE (non-Paraprofessional) classifications in Grid Level 10 will receive a \$0.14 per hour wage increase, after both the April 1, 2023 GWI and COLA have been applied.

### **Nurses Collective Agreement**

Licensed Practical Nurse (13-P-LPN), LPN Supervisor (14-P-LPN), Nurse (16-P-RN), and Nurse Supervisor (17-P-RN) will receive the following wage adjustments, effective April 1, 2023:

- **Licensed Practical Nurse (13-P-LPN):** Step 4 rate will be increased by 9.61% to match the top rate of the April 1, 2023 Nurses Bargaining Association (NBA) wage schedule.
- **LPN Supervisor (14-P-LPN):**
  - Step 4 rate will be increased by 8.91% to match the top rate of the April 1, 2023 NBA schedule.
  - Step 1 rate will be increased by 0.85% to match the start rate of the April 1, 2023 NBA wage schedule.
- **Nurse (16-P-RN):** Step 4 rate will be increased by 2.98% to match the top rate of the April 1, 2023 NBA wage schedule.
- **Nurse Supervisor (17-P-RN):**
  - Step 4 rate will be increased by 5.35% to match the top rate of the April 1, 2023 NBA wage schedule.
  - Step 1 rate will be increased by 0.02% to match the start rate of the April 1, 2023 NBA wage schedule.
- Step 2 rates will be calculated at one-third the difference between Step 1 and Step 4 rates.
- Step 3 rates will be calculated at two-thirds the difference between Step 1 and Step 4 rates.

### **Health Science Professionals Classification Comparability**

The parties will review the 2023 and 2024 wage schedules of CSSEA paraprofessional occupations comparable to occupations under the Health Science Professionals Sector Collective Agreement after the

2024 wage schedule of the new Health Science Professionals profile-based classification system is finalized.

**April 1, 2024 Wage Grid**

The April 1, 2024 wage grid includes 2% GWI and 1% COLA, effective April 1, 2024.

Signed on behalf of CSSEA

Signed on behalf of the CSSBA

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\_\_\_\_\_

Eric Peraro

Brent Camilleri

\_\_\_\_\_

\_\_\_\_\_

Karen May

Derek Wong

\_\_\_\_\_

Vanessa Wong

\_\_\_\_\_

David Lin

Dated this \_\_\_\_\_ of \_\_\_\_\_, 2024

## JJEP WAGE GRIDS – BY GRID LEVEL

Effective April 1, 2023, the JJEP Wage Grid is as follows:

<b>JJEP Wage Grid – April 1, 2023</b>				
<b>Grid Level</b>	<b>Step 1 – 0 – 2000 hours</b>	<b>Step 2 – 2001 – 4000 hours</b>	<b>Step 3 – 4001 – 6000 hours</b>	<b>Step 4 – 6001 hours onwards</b>
<b>1</b>	\$20.14	\$20.77	\$21.90	\$23.04
<b>2</b>	\$20.71	\$21.39	\$22.56	\$23.72
<b>3</b>	\$21.09	\$21.79	\$23.01	\$24.15
<b>4</b>	\$21.47	\$22.22	\$23.43	\$24.64
<b>5</b>	\$22.27	\$23.03	\$24.25	\$25.51
<b>6</b>	\$23.04	\$23.83	\$25.10	\$26.40
<b>7</b>	\$23.72	\$24.50	\$25.86	\$27.22
<b>8</b>	\$24.24	\$25.09	\$26.43	\$27.79
<b>9</b>	\$24.81	\$25.66	\$27.02	\$28.41
<b>10</b>	\$25.19	\$26.05	\$27.43	\$28.89
<b>11</b>	\$26.74	\$27.66	\$29.16	\$30.69
<b>12</b>	\$28.32	\$29.30	\$30.89	\$32.51
<b>13</b>	\$29.85	\$30.84	\$32.56	\$34.26
<b>14</b>	\$32.79	\$33.88	\$35.77	\$37.64
<b>15</b>	\$35.92	\$37.15	\$39.22	\$41.22
<b>16</b>	\$38.93	\$40.27	\$42.53	\$44.69
<b>17</b>	\$42.75	\$44.21	\$46.64	\$49.07
<b>18</b>	\$45.80	\$47.32	\$49.96	\$52.59
<b>19</b>	\$48.78	\$50.46	\$53.26	\$56.05
<b>20</b>	\$53.38	\$55.20	\$58.21	\$61.27

## PARAPROFESSIONAL WAGE GRIDS – BY GRID LEVEL\*

Effective April 1, 2023, the Paraprofessional Wage Grid is as follows:

Paraprofessional Wage Grid – April 1, 2023				
Grid Level	Step 1 – 0 – 2000 hours	Step 2 – 2001 – 4000 hours	Step 3 – 4001 – 6000 hours	Step 4 – 6001 hours onwards
13-P-LPN	\$31.91	\$34.66	\$37.40	\$40.15
14-P-LPN	\$33.20	\$35.98	\$38.77	\$41.55
13-P	\$36.10	\$39.61	\$43.13	\$46.64
14-P-IDC**	\$37.55	\$40.32	\$43.06	\$45.82
14-P-SCDC***	\$37.55	\$40.32	\$43.06	\$45.82
14-P	\$37.55	\$40.85	\$44.16	\$47.46
15-P	\$40.32	\$43.62	\$46.91	\$50.20
16-P-RD	\$40.20	\$43.22	\$46.24	\$49.27
16-P	\$41.78	\$44.90	\$48.02	\$51.14
16-P-OT	\$42.77	\$45.60	\$48.44	\$51.28
16-P-PT	\$42.77	\$45.60	\$48.44	\$51.28
16-P-RN	\$44.75	\$47.93	\$51.10	\$54.28
17-P-OT	\$44.40	\$47.28	\$50.16	\$53.04
17-P-PT	\$44.40	\$47.28	\$50.16	\$53.04
17-P-RN	\$47.77	\$52.39	\$57.00	\$61.62
17-P-SLP	\$44.19	\$46.52	\$48.84	\$51.15
18-P-SLP	\$45.86	\$48.26	\$50.65	\$53.05
17-P	\$44.19	\$48.21	\$52.20	\$56.21
18-P	\$46.72	\$51.13	\$55.54	\$59.95
19-P	\$49.62	\$54.30	\$58.98	\$63.67
20-P	\$54.00	\$59.10	\$64.19	\$69.28

\*The April 1, 2023 Paraprofessional Wage Grid is subject to review once the Health Science Professionals Wage Schedule is available no later than February 28, 2025.

\*\* Infant Development Consultant Grid Level is renamed to 14-P-IDC.

\*\*\* Supported Child Care Consultant (Grid Level 14-P-SCC) is renamed to Supported Child Development Consultant (Grid Level 14-P-SCDC).

## JJEP WAGE GRIDS – BY POINT BAND

Effective April 1, 2023, the JJEP Wage Grid is as follows:

JJEP Wage Grid – April 1, 2023					
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	\$20.14	\$20.77	\$21.90	\$23.04
175 – 217	2	\$20.71	\$21.39	\$22.56	\$23.72
218 – 261	3	\$21.09	\$21.79	\$23.01	\$24.15
262 – 304	4	\$21.47	\$22.22	\$23.43	\$24.64
305 – 348	5	\$22.27	\$23.03	\$24.25	\$25.51
349 – 391	6	\$23.04	\$23.83	\$25.10	\$26.40
392 – 435	7	\$23.72	\$24.50	\$25.86	\$27.22
436 – 478	8	\$24.24	\$25.09	\$26.43	\$27.79
479 – 522	9	\$24.81	\$25.66	\$27.02	\$28.41
523 – 564	10	\$25.19	\$26.05	\$27.43	\$28.89
565 – 606	11	\$26.74	\$27.66	\$29.16	\$30.69
607 – 649	12	\$28.32	\$29.30	\$30.89	\$32.51
650 – 692	13	\$29.85	\$30.84	\$32.56	\$34.26
693 – 736	14	\$32.79	\$33.88	\$35.77	\$37.64
737 – 780	15	\$35.92	\$37.15	\$39.22	\$41.22
781 – 824	16	\$38.93	\$40.27	\$42.53	\$44.69
825 – 868	17	\$42.75	\$44.21	\$46.64	\$49.07
869 – 912	18	\$45.80	\$47.32	\$49.96	\$52.59
913 – 956	19	\$48.78	\$50.46	\$53.26	\$56.05
957 – 1000	20	\$53.38	\$55.20	\$58.21	\$61.27

## PARAPROFESSIONAL WAGE GRIDS – BY POINT BAND\*

Effective April 1, 2023, the Paraprofessional Wage Grid is as follows:

Paraprofessional Wage Grid – April 1, 2023					
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	\$36.10	\$39.61	\$43.13	\$46.64
693 – 736	14-P	\$37.55	\$40.85	\$44.16	\$47.46
937 – 780	15-P	\$40.32	\$43.62	\$46.91	\$50.20
781 – 824	16-P	\$41.78	\$44.90	\$48.02	\$51.14
825 – 868	17-P	\$44.19	\$48.21	\$52.20	\$56.21
869 – 912	18-P	\$46.72	\$51.13	\$55.54	\$59.95
913 – 956	19-P	\$49.62	\$54.30	\$58.98	\$63.67
957 – 1000	20-P	\$54.00	\$59.10	\$64.19	\$69.28

\*The April 1, 2023 Paraprofessional Wage Grid is subject to review once the Health Science Professionals Wage Schedule is available no later than February 28, 2025.

## JJEP WAGE GRIDS – BY CLASSIFICATION

Effective April 1, 2023, the JJEP Wage Grid is as follows:

JJEP Wage Grid – April 1, 2023					
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	\$21.09	\$21.79	\$23.01	\$24.15
Janitor	3	\$21.09	\$21.79	\$23.01	\$24.15
Asleep Residential Night Worker	5	\$22.27	\$23.03	\$24.25	\$25.51
Administrative Assistant 1	5	\$22.27	\$23.03	\$24.25	\$25.51
Retail Worker	5	\$22.27	\$23.03	\$24.25	\$25.51
Awake Residential Night Worker	6	\$23.04	\$23.83	\$25.10	\$26.40
Early Childhood Educator Assistant	6	\$23.04	\$23.83	\$25.10	\$26.40
Emergency Shelter Worker	6	\$23.04	\$23.83	\$25.10	\$26.40
Truck Driver	6	\$23.04	\$23.83	\$25.10	\$26.40
Accounting Clerk	7	\$23.72	\$24.50	\$25.86	\$27.22
Passenger Vehicle Driver	7	\$23.72	\$24.50	\$25.86	\$27.22
Administrative Assistant 2	7	\$23.72	\$24.50	\$25.86	\$27.22
Activity Worker	8	\$24.24	\$25.09	\$26.43	\$27.79
Child & Youth Transition House Worker	8	\$24.24	\$25.09	\$26.43	\$27.79
Cook	9	\$24.81	\$25.66	\$27.02	\$28.41
Database Clerk	9	\$24.81	\$25.66	\$27.02	\$28.41
Group Facilitator	9	\$24.81	\$25.66	\$27.02	\$28.41
School Aged Child Worker	9	\$24.81	\$25.66	\$27.02	\$28.41
Administrative Assistant 3	10	\$25.19	\$26.05	\$27.43	\$28.89
Bookkeeper	10	\$25.19	\$26.05	\$27.43	\$28.89
Building Maintenance Worker	10	\$25.19	\$26.05	\$27.43	\$28.89
Community Support Worker	10	\$25.19	\$26.05	\$27.43	\$28.89
Computer Technical Support Specialist	10	\$25.19	\$26.05	\$27.43	\$28.89
Early Childhood Educator	10	\$25.19	\$26.05	\$27.43	\$28.89
Employment Counsellor	10	\$25.19	\$26.05	\$27.43	\$28.89
Reconnect Worker	10	\$25.19	\$26.05	\$27.43	\$28.89
Residence Worker	10	\$25.19	\$26.05	\$27.43	\$28.89
Retail Supervisor	10	\$25.19	\$26.05	\$27.43	\$28.89
Settlement & Integration Worker	10	\$25.19	\$26.05	\$27.43	\$28.89
Supervised Access Worker	10	\$25.19	\$26.05	\$27.43	\$28.89
Transition House Worker	10	\$25.19	\$26.05	\$27.43	\$28.89
Vocational Worker	10	\$25.19	\$26.05	\$27.43	\$28.89
Adult, Youth and/or Child Worker	11	\$26.74	\$27.66	\$29.16	\$30.69
Child Care Resource and Referral Worker	11	\$26.74	\$27.66	\$29.16	\$30.69
Residential Child & Youth Worker	11	\$26.74	\$27.66	\$29.16	\$30.69
School Based Prevention Worker	11	\$26.74	\$27.66	\$29.16	\$30.69

<b>Special Services Worker</b>	11	\$26.74	\$27.66	\$29.16	\$30.69
<b>Victim Service Worker</b>	11	\$26.74	\$27.66	\$29.16	\$30.69
<b>Vocational Counsellor</b>	11	\$26.74	\$27.66	\$29.16	\$30.69
<b>Administrative Assistant 4</b>	12	\$28.32	\$29.30	\$30.89	\$32.51
<b>Community Connector</b>	12	\$28.32	\$29.30	\$30.89	\$32.51
<b>Family Support Worker</b>	12	\$28.32	\$29.30	\$30.89	\$32.51
<b>Program Coordinator 1</b>	12	\$28.32	\$29.30	\$30.89	\$32.51
<b>Residence Worker Senior</b>	12	\$28.32	\$29.30	\$30.89	\$32.51
<b>Volunteer Coordinator</b>	12	\$28.32	\$29.30	\$30.89	\$32.51
<b>Crisis Line Coordinator</b>	13	\$29.85	\$30.84	\$32.56	\$34.26
<b>Early Childhood Educator Senior</b>	13	\$29.85	\$30.84	\$32.56	\$34.26
<b>Program Coordinator 2</b>	14	\$32.79	\$33.88	\$35.77	\$37.64
<b>Residence Coordinator</b>	14	\$32.79	\$33.88	\$35.77	\$37.64



## PARAPROFESSIONAL WAGE GRIDS – BY CLASSIFICATION\*

Effective April 1, 2023, the Paraprofessional Wage Grid is as follows:

Paraprofessional Wage Grid – April 1, 2023					
Job Classification	Grid Level	Step 1 – 0 – 2000 hours	Step 2 – 2001 – 4000 hours	Step 3 – 4001 – 6000 hours	Step 4 – 6001 hours onwards
Licensed Practical Nurse	13-P-LPN	\$31.91	\$34.66	\$37.40	\$40.15
Licensed Practical Nurse Supervisor	14-P-LPN	\$33.20	\$35.98	\$38.77	\$41.55
Children Who Witness Abuse Counsellor	13-P	\$36.10	\$39.61	\$43.13	\$46.64
Infant Development Consultant**	14-P-IDC	\$37.55	\$40.32	\$43.06	\$45.82
Supported Child Development Consultant***	14-P-SCDC	\$37.55	\$40.32	\$43.06	\$45.82
Accountant	14-P	\$37.55	\$40.85	\$44.16	\$47.46
Addictions Counsellor	14-P	\$37.55	\$40.85	\$44.16	\$47.46
Adult, Youth and/or Child Counsellor	14-P	\$37.55	\$40.85	\$44.16	\$47.46
Children Who Witness Abuse Counsellor – Art Specialist	14-P	\$37.55	\$40.85	\$44.16	\$47.46
ESL Instructor	14-P	\$37.55	\$40.85	\$44.16	\$47.46
Family Counsellor	14-P	\$37.55	\$40.85	\$44.16	\$47.46
Stopping the Violence Counsellor	14-P	\$37.55	\$40.85	\$44.16	\$47.46
Dietitian	16-P-RD	\$40.20	\$43.22	\$46.24	\$49.27
Behaviour Consultant	16-P	\$41.78	\$44.90	\$48.02	\$51.14
Clinical Counsellor	16-P	\$41.78	\$44.90	\$48.02	\$51.14
Occupational Therapist	16-P-OT	\$42.77	\$45.60	\$48.44	\$51.28
Physiotherapist	16-P-PT	\$42.77	\$45.60	\$48.44	\$51.28
Nurse	16-P-RN	\$44.75	\$47.93	\$51.10	\$54.28
Occupational Therapist Supervisor	17-P-OT	\$44.40	\$47.28	\$50.16	\$53.05
Physiotherapist Supervisor	17-P-PT	\$44.40	\$47.28	\$50.16	\$53.05
Nurse Supervisor	17-P-RN	\$47.77	\$52.39	\$57.00	\$61.62
Speech Language Pathologist	17-P-SLP	\$44.19	\$46.52	\$48.84	\$51.15
Speech Language Pathologist Supervisor	18-P-SLP	\$45.86	\$48.26	\$50.65	\$53.05

\*The April 1, 2023 Paraprofessional Wage Grid is subject to review once the Health Science Professionals Wage Schedule is available no later than February 28, 2025.

\*\*Infant Development Consultant Grid Level is renamed to 14-P-IDC.

\*\*\*Supported Child Care Consultant (Grid Level 14-P-SCC) is renamed to Supported Child Development Consultant (Grid Level 14-P-SCDC).

## JJEP WAGE GRIDS – BY GRID LEVEL

Effective April 1, 2024, the JJEP Wage Grid is as follows:

<b>JJEP Wage Grid – April 1, 2024</b>				
<b>Grid Level</b>	<b>Step 1 – 0 – 2000 hours</b>	<b>Step 2 – 2001 – 4000 hours</b>	<b>Step 3 – 4001 – 6000 hours</b>	<b>Step 4 – 6001 hours onwards</b>
<b>1</b>	\$20.74	\$21.39	\$22.56	\$23.73
<b>2</b>	\$21.33	\$22.03	\$23.24	\$24.43
<b>3</b>	\$21.72	\$22.44	\$23.70	\$24.87
<b>4</b>	\$22.11	\$22.89	\$24.13	\$25.38
<b>5</b>	\$22.94	\$23.72	\$24.98	\$26.28
<b>6</b>	\$23.73	\$24.54	\$25.85	\$27.19
<b>7</b>	\$24.43	\$25.24	\$26.64	\$28.04
<b>8</b>	\$24.97	\$25.84	\$27.22	\$28.62
<b>9</b>	\$25.55	\$26.43	\$27.83	\$29.26
<b>10</b>	\$25.95	\$26.83	\$28.25	\$29.76
<b>11</b>	\$27.54	\$28.49	\$30.03	\$31.61
<b>12</b>	\$29.17	\$30.18	\$31.82	\$33.49
<b>13</b>	\$30.75	\$31.77	\$33.54	\$35.29
<b>14</b>	\$33.77	\$34.90	\$36.84	\$38.77
<b>15</b>	\$37.00	\$38.26	\$40.40	\$42.46
<b>16</b>	\$40.10	\$41.48	\$43.81	\$46.03
<b>17</b>	\$44.03	\$45.54	\$48.04	\$50.54
<b>18</b>	\$47.17	\$48.74	\$51.46	\$54.17
<b>19</b>	\$50.24	\$51.97	\$54.86	\$57.73
<b>20</b>	\$54.98	\$56.86	\$59.96	\$63.11

## PARAPROFESSIONAL WAGE GRIDS – BY GRID LEVEL\*

Effective April 1, 2024, the Paraprofessional Wage Grid is as follows:

Paraprofessional Wage Grid – April 1, 2024				
Grid Level	Step 1 – 0 – 2000 hours	Step 2 – 2001 – 4000 hours	Step 3 – 4001 – 6000 hours	Step 4 – 6001 hours onwards
13-P-LPN	\$32.84	\$35.68	\$38.51	\$41.35
14-P-LPN	\$34.20	\$37.06	\$39.93	\$42.79
13-P	\$37.18	\$40.80	\$44.42	\$48.04
14-P-IDC**	\$38.68	\$41.53	\$44.35	\$47.20
14-P-SCDC***	\$38.68	\$41.53	\$44.35	\$47.20
14-P	\$38.68	\$42.08	\$45.48	\$48.88
15-P	\$41.53	\$44.93	\$48.32	\$51.71
16-P-RD	\$41.41	\$44.52	\$47.63	\$50.74
16-P	\$43.03	\$46.25	\$49.46	\$52.68
16-P-OT	\$44.05	\$46.97	\$49.89	\$52.82
16-P-PT	\$44.05	\$46.97	\$49.89	\$52.82
16-P-RN	\$44.75	\$48.47	\$52.19	\$55.91
17-P-OT	\$45.73	\$48.70	\$51.66	\$54.63
17-P-PT	\$45.73	\$48.70	\$51.66	\$54.63
17-P-RN	\$49.20	\$53.96	\$58.71	\$63.47
17-P-SLP	\$45.52	\$47.92	\$50.31	\$52.68
18-P-SLP	\$47.24	\$49.71	\$52.17	\$54.64
17-P	\$45.52	\$49.66	\$53.77	\$57.90
18-P	\$48.12	\$52.66	\$57.21	\$61.75
19-P	\$51.11	\$55.93	\$60.75	\$65.58
20-P	\$55.62	\$60.87	\$66.12	\$71.36

\*The April 1, 2024 Paraprofessional Wage Grid is subject to review once the Health Science Professionals Wage Schedule is available no later than February 28, 2025.

\*\* Infant Development Consultant Grid Level is renamed to 14-P-IDC.

\*\*\* Supported Child Care Consultant (Grid Level 14-P-SCC) is renamed to Supported Child Development Consultant (Grid Level 14-P-SCDC).

## JJEP WAGE GRIDS – BY POINT BAND

Effective April 1, 2024, the JJEP Wage Grid is as follows:

JJEP Wage Grid – April 1, 2024					
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	\$20.74	\$21.39	\$22.56	\$23.73
175 – 217	2	\$21.33	\$22.03	\$23.24	\$24.43
218 – 261	3	\$21.72	\$22.44	\$23.70	\$24.87
262 – 304	4	\$22.11	\$22.89	\$24.13	\$25.38
305 – 348	5	\$22.94	\$23.72	\$24.98	\$26.28
349 – 391	6	\$23.73	\$24.54	\$25.85	\$27.19
392 – 435	7	\$24.43	\$25.24	\$26.64	\$28.04
436 – 478	8	\$24.97	\$25.84	\$27.22	\$28.62
479 – 522	9	\$25.55	\$26.43	\$27.83	\$29.26
523 – 564	10	\$25.95	\$26.83	\$28.25	\$29.76
565 – 606	11	\$27.54	\$28.49	\$30.03	\$31.61
607 – 649	12	\$29.17	\$30.18	\$31.82	\$33.49
650 – 692	13	\$30.75	\$31.77	\$33.54	\$35.29
693 – 736	14	\$33.77	\$34.90	\$36.84	\$38.77
737 – 780	15	\$37.00	\$38.26	\$40.40	\$42.46
781 – 824	16	\$40.10	\$41.48	\$43.81	\$46.03
825 – 868	17	\$44.03	\$45.54	\$48.04	\$50.54
869 – 912	18	\$47.17	\$48.74	\$51.46	\$54.17
913 – 956	19	\$50.24	\$51.97	\$54.86	\$57.73
957 – 1000	20	\$54.98	\$56.86	\$59.96	\$63.11

## PARAPROFESSIONAL WAGE GRIDS – BY POINT BAND\*

Effective April 1, 2024, the Paraprofessional Wage Grid is as follows:

Paraprofessional Wage Grid – April 1, 2024					
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	\$37.18	\$40.80	\$44.42	\$48.04
693 – 736	14-P	\$38.68	\$42.08	\$45.48	\$48.88
937 – 780	15-P	\$41.53	\$44.93	\$48.32	\$51.71
781 – 824	16-P	\$43.03	\$46.25	\$49.46	\$52.68
825 – 868	17-P	\$45.52	\$49.66	\$53.77	\$57.90
869 – 912	18-P	\$48.12	\$52.66	\$57.21	\$61.75
913 – 956	19-P	\$51.11	\$55.93	\$60.75	\$65.58
957 – 1000	20-P	\$55.62	\$60.87	\$66.12	\$71.36

\*The April 1, 2024 Paraprofessional Wage Grid is subject to review once the Health Science Professionals Wage Schedule is available no later than February 28, 2025.

## JJEP WAGE GRIDS – BY CLASSIFICATION

Effective April 1, 2024, the JJEP Wage Grid is as follows:

JJEP Wage Grid – April 1, 2024					
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	\$21.72	\$22.44	\$23.70	\$24.87
Janitor	3	\$21.72	\$22.44	\$23.70	\$24.87
Asleep Residential Night Worker	5	\$22.94	\$23.72	\$24.98	\$26.28
Administrative Assistant 1	5	\$22.94	\$23.72	\$24.98	\$26.28
Retail Worker	5	\$22.94	\$23.72	\$24.98	\$26.28
Awake Residential Night Worker	6	\$23.73	\$24.54	\$25.85	\$27.19
Early Childhood Educator Assistant	6	\$23.73	\$24.54	\$25.85	\$27.19
Emergency Shelter Worker	6	\$23.73	\$24.54	\$25.85	\$27.19
Truck Driver	6	\$23.73	\$24.54	\$25.85	\$27.19
Accounting Clerk	7	\$24.43	\$25.24	\$26.64	\$28.04
Passenger Vehicle Driver	7	\$24.43	\$25.24	\$26.64	\$28.04
Administrative Assistant 2	7	\$24.43	\$25.24	\$26.64	\$28.04
Activity Worker	8	\$24.97	\$25.84	\$27.22	\$28.62
Child & Youth Transition House Worker	8	\$24.97	\$25.84	\$27.22	\$28.62
Cook	9	\$25.55	\$26.43	\$27.83	\$29.26
Database Clerk	9	\$25.55	\$26.43	\$27.83	\$29.26
Group Facilitator	9	\$25.55	\$26.43	\$27.83	\$29.26
School Aged Child Worker	9	\$25.55	\$26.43	\$27.83	\$29.26
Administrative Assistant 3	10	\$25.95	\$26.83	\$28.25	\$29.76
Bookkeeper	10	\$25.95	\$26.83	\$28.25	\$29.76
Building Maintenance Worker	10	\$25.95	\$26.83	\$28.25	\$29.76
Community Support Worker	10	\$25.95	\$26.83	\$28.25	\$29.76
Computer Technical Support Specialist	10	\$25.95	\$26.83	\$28.25	\$29.76
Early Childhood Educator	10	\$25.95	\$26.83	\$28.25	\$29.76
Employment Counsellor	10	\$25.95	\$26.83	\$28.25	\$29.76
Reconnect Worker	10	\$25.95	\$26.83	\$28.25	\$29.76
Residence Worker	10	\$25.95	\$26.83	\$28.25	\$29.76
Retail Supervisor	10	\$25.95	\$26.83	\$28.25	\$29.76
Settlement & Integration Worker	10	\$25.95	\$26.83	\$28.25	\$29.76
Supervised Access Worker	10	\$25.95	\$26.83	\$28.25	\$29.76
Transition House Worker	10	\$25.95	\$26.83	\$28.25	\$29.76
Vocational Worker	10	\$25.95	\$26.83	\$28.25	\$29.76
Adult, Youth and/or Child Worker	11	\$27.54	\$28.49	\$30.03	\$31.61
Child Care Resource and Referral Worker	11	\$27.54	\$28.49	\$30.03	\$31.61
Residential Child & Youth Worker	11	\$27.54	\$28.49	\$30.03	\$31.61
School Based Prevention Worker	11	\$27.54	\$28.49	\$30.03	\$31.61

<b>Special Services Worker</b>	11	\$27.54	\$28.49	\$30.03	\$31.61
<b>Victim Service Worker</b>	11	\$27.54	\$28.49	\$30.03	\$31.61
<b>Vocational Counsellor</b>	11	\$27.54	\$28.49	\$30.03	\$31.61
<b>Administrative Assistant 4</b>	12	\$29.17	\$30.18	\$31.82	\$33.49
<b>Community Connector</b>	12	\$29.17	\$30.18	\$31.82	\$33.49
<b>Family Support Worker</b>	12	\$29.17	\$30.18	\$31.82	\$33.49
<b>Program Coordinator 1</b>	12	\$29.17	\$30.18	\$31.82	\$33.49
<b>Residence Worker Senior</b>	12	\$29.17	\$30.18	\$31.82	\$33.49
<b>Volunteer Coordinator</b>	12	\$29.17	\$30.18	\$31.82	\$33.49
<b>Crisis Line Coordinator</b>	13	\$30.75	\$31.77	\$33.54	\$35.29
<b>Early Childhood Educator Senior</b>	13	\$30.75	\$31.77	\$33.54	\$35.29
<b>Program Coordinator 2</b>	14	\$33.77	\$34.90	\$36.84	\$38.77
<b>Residence Coordinator</b>	14	\$33.77	\$34.90	\$36.84	\$38.77

## PARAPROFESSIONAL WAGE GRIDS – BY CLASSIFICATION\*

Effective April 1, 2024, the Paraprofessional Wage Grid is as follows:

Paraprofessional Wage Grid – April 1, 2024					
Job Classification	Grid Level	Step 1 – 0 – 2000 hours	Step 2 – 2001 – 4000 hours	Step 3 – 4001 – 6000 hours	Step 4 – 6001 hours onwards
Licensed Practical Nurse	13-P-LPN	\$32.84	\$35.68	\$38.51	\$41.35
Licensed Practical Nurse Supervisor	14-P-LPN	\$34.20	\$37.06	\$39.93	\$42.79
Children Who Witness Abuse Counsellor	13-P	\$37.18	\$40.80	\$44.42	\$48.04
Infant Development Consultant**	14-P-IDC	\$38.68	\$41.53	\$44.35	\$47.20
Supported Child Development Consultant***	14-P-SCDC	\$38.68	\$41.53	\$44.35	\$47.20
Accountant	14-P	\$38.68	\$42.08	\$45.48	\$48.88
Addictions Counsellor	14-P	\$38.68	\$42.08	\$45.48	\$48.88
Adult, Youth and/or Child Counsellor	14-P	\$38.68	\$42.08	\$45.48	\$48.88
Children Who Witness Abuse Counsellor – Art Specialist	14-P	\$38.68	\$42.08	\$45.48	\$48.88
ESL Instructor	14-P	\$38.68	\$42.08	\$45.48	\$48.88
Family Counsellor	14-P	\$38.68	\$42.08	\$45.48	\$48.88
Stopping the Violence Counsellor	14-P	\$38.68	\$42.08	\$45.48	\$48.88
Dietitian	16-P-RD	\$41.41	\$44.52	\$47.63	\$50.74
Behaviour Consultant	16-P	\$43.03	\$46.25	\$49.46	\$52.68
Clinical Counsellor	16-P	\$43.03	\$46.25	\$49.46	\$52.68
Occupational Therapist	16-P-OT	\$44.05	\$46.97	\$49.89	\$52.82
Physiotherapist	16-P-PT	\$44.05	\$46.97	\$49.89	\$52.82
Nurse	16-P-RN	\$44.75	\$48.47	\$52.19	\$55.91
Occupational Therapist Supervisor	17-P-OT	\$45.73	\$48.70	\$51.66	\$54.63
Physiotherapist Supervisor	17-P-PT	\$45.73	\$48.70	\$51.66	\$54.63
Nurse Supervisor	17-P-RN	\$49.20	\$53.96	\$58.71	\$63.47
Speech Language Pathologist	17-P-SLP	\$45.52	\$47.92	\$50.31	\$52.68
Speech Language Pathologist Supervisor	18-P-SLP	\$47.24	\$49.71	\$52.17	\$54.64

\*The April 1, 2024 Paraprofessional Wage Grid is subject to review once the Health Science Professionals Wage Schedule is available no later than February 28, 2025.

\*\*Infant Development Consultant Grid Level is renamed to 14-P-IDC.

\*\*\*Supported Child Care Consultant (Grid Level 14-P-SCC) is renamed to Supported Child Development Consultant (Grid Level 14-P-SCDC).