

2.5% Classification Anomaly and Compensation Comparability Wage Increase effective April 1, 2016

CSSEA and CSSBA agreed that in the first year of comparability, all job classifications would be eligible for a 2.5% increase in wages effective April 1, 2016. Wage schedules outlining the new hourly wages are attached and reflect the application of the first year of comparability increases.

All job classifications with comparable Community Health jobs will receive this year's compensation comparability adjustment, as agreed at the bargaining table. To maintain the existing job and pay hierarchy, all remaining classifications that do not have a comparable Community Health job will also receive a 2.5% increase in wages on April 1, 2016. These additional increases will be paid from the anomaly funds negotiated by the parties.

The Joint CSSEA and CSSBA Committee will continue to meet this year to determine future wage adjustments scheduled for April 1, 2017 and April 1, 2018. Future compensation comparability and classification anomaly wage increases may result in different percentage increases for some classifications. To be eligible for comparability money, a classification must meet the following criteria to qualify for a wage adjustment:

- The classification must have a comparator classification in the Community Health Collective Agreement and be on the attached list in the collective agreement;
- The difference in the wage rates is adversely affecting recruitment and retention and the provision of service to clients;
- There is a reasonable expectation that a wage adjustment will reduce this adverse impact; and
- The adjustment will not create additional cost pressures on other public sectors.

As the criteria are affected by changes to classification and corresponding wage rates in the Community Health Collective agreement, any future decision by the Joint CSSEA and CSSBA Committee will also take into consideration the outcome and timing of the compensation comparability adjustment in Community Health to the Facilities Subsector Agreement.

WAGE GRIDS – BY GRID LEVEL

Effective April 1, 2016, the JJEP Wage Grid is as follows:

JJEP Wage Grid – April 1, 2016				
Grid Level	Step 1 – 0 – 2000 hours	Step 2 – 2001 – 4000 hours	Step 3 – 4001 – 6000 hours	Step 4 – 6001 hours onwards
1	\$12.99	\$13.60	\$14.37	\$15.13
2	\$13.39	\$14.02	\$14.80	\$15.59
3	\$13.63	\$14.29	\$15.11	\$15.89
4	\$13.89	\$14.57	\$15.38	\$16.20
5	\$14.41	\$15.12	\$15.94	\$16.78
6	\$14.93	\$15.65	\$16.52	\$17.39
7	\$15.74	\$16.50	\$17.43	\$18.35
8	\$16.10	\$16.89	\$17.82	\$18.77
9	\$16.48	\$17.28	\$18.23	\$19.18
10	\$16.81	\$17.63	\$18.59	\$19.58
11	\$17.96	\$18.83	\$19.87	\$20.92
12	\$19.03	\$19.96	\$21.06	\$22.18
13	\$20.07	\$21.03	\$22.22	\$23.37
14	\$22.07	\$23.11	\$24.42	\$25.69
15	\$24.19	\$25.37	\$26.78	\$28.17
16	\$26.24	\$27.52	\$29.06	\$30.57
17	\$28.83	\$30.21	\$31.90	\$33.58
18	\$30.89	\$32.37	\$34.17	\$35.98
19	\$32.93	\$34.52	\$36.45	\$38.37
20	\$36.04	\$37.78	\$39.85	\$41.96

Effective April 1, 2016, the Paraprofessional Wage Grid is as follows:

Paraprofessional Wage Grid – April 1, 2016				
Grid Level	Step 1 – 0 – 2000 hours	Step 2 – 2001 – 4000 hours	Step 3 – 4001 – 6000 hours	Step 4 – 6001 hours onwards
13	\$22.47	\$23.53	\$24.84	\$26.17
14	\$24.78	\$25.97	\$27.42	\$28.86
15	\$25.65	\$26.88	\$28.38	\$29.85
16	\$28.40	\$29.80	\$31.47	\$33.11
17	\$30.36	\$31.83	\$33.57	\$35.34
18	\$32.44	\$34.01	\$35.89	\$37.80
19	\$34.52	\$36.17	\$38.21	\$40.21
20	\$37.68	\$39.47	\$41.66	\$43.87

WAGE GRIDS – BY POINT BAND

Effective April 1, 2016, the JJEP Wage Grid is as follows:

JJEP Wage Grid – April 1, 2016					
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	\$12.99	\$13.60	\$14.37	\$15.13
175 – 217	2	\$13.39	\$14.02	\$14.80	\$15.59
218 – 261	3	\$13.63	\$14.29	\$15.11	\$15.89
262 – 304	4	\$13.89	\$14.57	\$15.38	\$16.20
305 – 348	5	\$14.41	\$15.12	\$15.94	\$16.78
349 – 391	6	\$14.93	\$15.65	\$16.52	\$17.39
392 – 435	7	\$15.74	\$16.50	\$17.43	\$18.35
436 – 478	8	\$16.10	\$16.89	\$17.82	\$18.77
479 – 522	9	\$16.48	\$17.28	\$18.23	\$19.18
523 – 564	10	\$16.81	\$17.63	\$18.59	\$19.58
565 – 606	11	\$17.96	\$18.83	\$19.87	\$20.92
607 – 649	12	\$19.03	\$19.96	\$21.06	\$22.18
650 – 692	13	\$20.07	\$21.03	\$22.22	\$23.37
693 – 736	14	\$22.07	\$23.11	\$24.42	\$25.69
737 – 780	15	\$24.19	\$25.37	\$26.78	\$28.17
781 – 824	16	\$26.24	\$27.52	\$29.06	\$30.57
825 – 868	17	\$28.83	\$30.21	\$31.90	\$33.58
869 – 912	18	\$30.89	\$32.37	\$34.17	\$35.98
913 – 956	19	\$32.93	\$34.52	\$36.45	\$38.37
957 – 1000	20	\$36.04	\$37.78	\$39.85	\$41.96

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650 – 692	13	\$22.47	\$23.53	\$24.84	\$26.17
693 – 736	14	\$24.78	\$25.97	\$27.42	\$28.86
937 – 780	15	\$25.65	\$26.88	\$28.38	\$29.85
781 – 824	16	\$28.40	\$29.80	\$31.47	\$33.11
825 – 868	17	\$30.36	\$31.83	\$33.57	\$35.34
869 – 912	18	\$32.44	\$34.01	\$35.89	\$37.80
913 – 956	19	\$34.52	\$36.17	\$38.21	\$40.21
957 – 1000	20	\$37.68	\$39.47	\$41.66	\$43.87

WAGE GRIDS – BY CLASSIFICATION

Effective April 1, 2016, the JJEP Wage Grid is as follows:

JJEP Wage Grid – April 1, 2016					
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	\$13.63	\$14.29	\$15.11	\$15.89
Janitor	3	\$13.63	\$14.29	\$15.11	\$15.89
Asleep Residential Night Worker	5	\$14.41	\$15.12	\$15.94	\$16.78
Receptionist/ General Office Clerk	5	\$14.41	\$15.12	\$15.94	\$16.78
Retail Worker	5	\$14.41	\$15.12	\$15.94	\$16.78
Awake Residential Night Worker	6	\$14.93	\$15.65	\$16.52	\$17.39
Early Childhood Educator Assistant	6	\$14.93	\$15.65	\$16.52	\$17.39
Truck Driver	6	\$14.93	\$15.65	\$16.52	\$17.39
Accounting Clerk	7	\$15.74	\$16.50	\$17.43	\$18.35
Passenger Vehicle Driver	7	\$15.74	\$16.50	\$17.43	\$18.35
Secretary	7	\$15.74	\$16.50	\$17.43	\$18.35
Activity Worker	8	\$16.10	\$16.89	\$17.82	\$18.77
Child & Youth Transition House Worker	8	\$16.10	\$16.89	\$17.82	\$18.77
Cook	9	\$16.48	\$17.28	\$18.23	\$19.18
Database Clerk	9	\$16.48	\$17.28	\$18.23	\$19.18
Group Facilitator	9	\$16.48	\$17.28	\$18.23	\$19.18
School Aged Child Worker	9	\$16.48	\$17.28	\$18.23	\$19.18
Administrative Assistant	10	\$16.81	\$17.63	\$18.59	\$19.58
Bookkeeper	10	\$16.81	\$17.63	\$18.59	\$19.58
Building Maintenance Worker	10	\$16.81	\$17.63	\$18.59	\$19.58
Community Support Worker	10	\$16.81	\$17.63	\$18.59	\$19.58
Computer Technical Support Specialist	10	\$16.81	\$17.63	\$18.59	\$19.58
Early Childhood Educator	10	\$16.81	\$17.63	\$18.59	\$19.58
Employment Counsellor	10	\$16.81	\$17.63	\$18.59	\$19.58
Reconnect Worker	10	\$16.81	\$17.63	\$18.59	\$19.58
Residence Worker	10	\$16.81	\$17.63	\$18.59	\$19.58
Retail Supervisor	10	\$16.81	\$17.63	\$18.59	\$19.58
Settlement & Integration Worker	10	\$16.81	\$17.63	\$18.59	\$19.58
Transition House Worker	10	\$16.81	\$17.63	\$18.59	\$19.58
Vocational Worker	10	\$16.81	\$17.63	\$18.59	\$19.58
Adult, Youth and/or Child Worker	11	\$17.96	\$18.83	\$19.87	\$20.92
Child Care Resource and Referral Worker	11	\$17.96	\$18.83	\$19.87	\$20.92
Residential Child & Youth Worker	11	\$17.96	\$18.83	\$19.87	\$20.92
School Based Prevention Worker	11	\$17.96	\$18.83	\$19.87	\$20.92

Special Services Worker	11	\$17.96	\$18.83	\$19.87	\$20.92
Victim Service Worker	11	\$17.96	\$18.83	\$19.87	\$20.92
Vocational Counsellor	11	\$17.96	\$18.83	\$19.87	\$20.92
Administrative Supervisor	12	\$19.03	\$19.96	\$21.06	\$22.18
Family Support Worker	12	\$19.03	\$19.96	\$21.06	\$22.18
Program Coordinator 1	12	\$19.03	\$19.96	\$21.06	\$22.18
Residence Worker Senior	12	\$19.03	\$19.96	\$21.06	\$22.18
Volunteer Coordinator	12	\$19.03	\$19.96	\$21.06	\$22.18
Crisis Line Coordinator	13	\$20.07	\$21.03	\$22.22	\$23.37
Early Childhood Educator Senior	13	\$20.07	\$21.03	\$22.22	\$23.37
Program Coordinator 2	14	\$22.07	\$23.11	\$24.42	\$25.69
Residence Coordinator	14	\$22.07	\$23.11	\$24.42	\$25.69

WAGE GRIDS – BY CLASSIFICATION

Effective April 1, 2016, the Paraprofessional Wage Grid is as follows:

Paraprofessional Wage Grid – April 1, 2016					
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	\$22.47	\$23.53	\$24.84	\$26.17
Accountant	14-P	\$24.78	\$25.97	\$27.42	\$28.86
Addictions Counsellor	14-P	\$24.78	\$25.97	\$27.42	\$28.86
Adult, Youth and/or Child Counsellor	14-P	\$24.78	\$25.97	\$27.42	\$28.86
Children Who Witness Abuse Counsellor – Art Specialist	14-P	\$24.78	\$25.97	\$27.42	\$28.86
ESL Instructor	14-P	\$24.78	\$25.97	\$27.42	\$28.86
Family Counsellor	14-P	\$24.78	\$25.97	\$27.42	\$28.86
Infant Development Consultant	14-P	\$24.78	\$25.97	\$27.42	\$28.86
Stopping the Violence Counsellor	14-P	\$24.78	\$25.97	\$27.42	\$28.86
Supported Child Care Consultant	14-P	\$24.78	\$25.97	\$27.42	\$28.86
Nutritionist	15-P	\$25.65	\$26.88	\$28.38	\$29.85
Behavioural Therapist	16-P	\$28.40	\$29.80	\$31.47	\$33.11
Clinical Counsellor	16-P	\$28.40	\$29.80	\$31.47	\$33.11
Occupational Therapist	16-P	\$28.40	\$29.80	\$31.47	\$33.11
Physiotherapist	16-P	\$28.40	\$29.80	\$31.47	\$33.11
Residence Nurse	16-P	\$28.40	\$29.80	\$31.47	\$33.11
Speech Language Pathologist	17-P	\$30.36	\$31.83	\$33.57	\$35.34