

## **2% General Wage Increase, Improvement in Mileage Allowance and \$20 Million Low Wage Redress effective April 1, 2019**

### **General Wage Increase**

On April 1, 2019, bargaining unit employees are to receive a 2% general wage increase.

### **Mileage Allowance**

Mileage reimbursement rate will increase by one (1) cent per kilometer, effective April 1, 2019, for Community Living Services, General Services and Indigenous Services Collective Agreements.

	<b>Community Living Services / General Services</b>	<b>Indigenous Services</b>
Effective April 1, 2019	\$0.49	\$0.53

### **\$20 Million Low Wage Redress**

CSSEA and CSSBA have agreed on the distribution of the first of three annual \$20 million Low Wage Redress fund (wage schedules outlining the hourly wages are attached) effective April 1, 2019. This will also cover the adjustment in pay in lieu of benefits for part-time and casual employees to account for the addition of Family Day. The agreement provides for the following distribution:

- Pay in lieu of benefits for part-time employees will increase from 4.2% to 4.6% of straight-time wages.
- Pay in lieu of benefits for casual employees will increase from 9.8% to 10.2% of straight time wages.
- All FTEs would be eligible for a 3.3% increase in wages effective April 1, 2019.
- Eliminate Grid 12A and 13A. Return Program Coordinator 1 and Volunteer Coordinator to Grid 12 and Crisis Line Coordinator to Grid 13.
- Paraprofessional Grid Level 14P, 15P and 16P will receive an additional 7.4% on top of the 3.3% wage increase.
- Paraprofessional Grid Level 17P, 18P, 19P and 20P will receive an additional 4.7% on top of the 3.3% 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, 2019, the JJEP Wage Grid is as follows:

<b>JJEP Wage Grid – April 1, 2019</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>
1	\$15.04	\$15.73	\$16.62	\$17.50
2	\$15.48	\$16.22	\$17.13	\$18.04
3	\$15.77	\$16.53	\$17.48	\$18.37
4	\$16.07	\$16.86	\$17.80	\$18.75
5	\$16.67	\$17.49	\$18.44	\$19.42
6	\$17.27	\$18.11	\$19.11	\$20.11
7	\$18.21	\$19.08	\$20.16	\$21.24
8	\$18.62	\$19.55	\$20.62	\$21.70
9	\$19.06	\$20.00	\$21.09	\$22.20
10	\$19.45	\$20.40	\$21.50	\$22.65
11	\$20.78	\$21.79	\$22.99	\$24.20
12	\$22.02	\$23.10	\$24.36	\$25.65
13	\$23.22	\$24.32	\$25.70	\$27.04
14	\$25.54	\$26.75	\$28.25	\$29.73
15	\$27.99	\$29.35	\$30.99	\$32.58
16	\$30.35	\$31.83	\$33.62	\$35.35
17	\$33.35	\$34.96	\$36.90	\$38.83
18	\$35.73	\$37.44	\$39.54	\$41.63
19	\$38.09	\$39.93	\$42.16	\$44.39
20	\$41.69	\$43.71	\$46.10	\$48.54

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

<b>Paraprofessional Wage Grid – April 1, 2019</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>
13-P	\$27.59	\$28.82	\$30.34	\$31.63
14-P	\$30.68	\$32.15	\$33.95	\$35.74
15-P	\$32.95	\$34.46	\$36.32	\$38.15
16-P	\$35.16	\$36.89	\$38.96	\$41.00
17-P	\$38.01	\$39.78	\$41.88	\$44.03
18-P	\$40.51	\$42.41	\$44.68	\$46.99
19-P	\$43.03	\$45.03	\$47.49	\$49.91
20-P	\$46.85	\$49.02	\$51.67	\$54.33

## WAGE GRIDS – BY POINT BAND

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

<b>JJEP Wage Grid – April 1, 2019</b>					
<b>Point Band</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>Up to 174</b>	1	\$15.04	\$15.73	\$16.62	\$17.50
<b>175 – 217</b>	2	\$15.48	\$16.22	\$17.13	\$18.04
<b>218 – 261</b>	3	\$15.77	\$16.53	\$17.48	\$18.37
<b>262 – 304</b>	4	\$16.07	\$16.86	\$17.80	\$18.75
<b>305 – 348</b>	5	\$16.67	\$17.49	\$18.44	\$19.42
<b>349 – 391</b>	6	\$17.27	\$18.11	\$19.11	\$20.11
<b>392 – 435</b>	7	\$18.21	\$19.08	\$20.16	\$21.24
<b>436 – 478</b>	8	\$18.62	\$19.55	\$20.62	\$21.70
<b>479 – 522</b>	9	\$19.06	\$20.00	\$21.09	\$22.20
<b>523 – 564</b>	10	\$19.45	\$20.40	\$21.50	\$22.65
<b>565 – 606</b>	11	\$20.78	\$21.79	\$22.99	\$24.20
<b>607 – 649</b>	12	\$22.02	\$23.10	\$24.36	\$25.65
<b>650 – 692</b>	13	\$23.22	\$24.32	\$25.70	\$27.04
<b>693 – 736</b>	14	\$25.54	\$26.75	\$28.25	\$29.73
<b>737 – 780</b>	15	\$27.99	\$29.35	\$30.99	\$32.58
<b>781 – 824</b>	16	\$30.35	\$31.83	\$33.62	\$35.35
<b>825 – 868</b>	17	\$33.35	\$34.96	\$36.90	\$38.83
<b>869 – 912</b>	18	\$35.73	\$37.44	\$39.54	\$41.63
<b>913 – 956</b>	19	\$38.09	\$39.93	\$42.16	\$44.39
<b>957 – 1000</b>	20	\$41.69	\$43.71	\$46.10	\$48.54

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

<b>Paraprofessional Wage Grid – April 1, 2019</b>					
<b>Point Band</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>650 – 692</b>	13-P	\$27.59	\$28.82	\$30.34	\$31.63
<b>693 – 736</b>	14-P	\$30.68	\$32.15	\$33.95	\$35.74
<b>937 – 780</b>	15-P	\$32.95	\$34.46	\$36.32	\$38.15
<b>781 – 824</b>	16-P	\$35.16	\$36.89	\$38.96	\$41.00
<b>825 – 868</b>	17-P	\$38.01	\$39.78	\$41.88	\$44.03
<b>869 – 912</b>	18-P	\$40.51	\$42.41	\$44.68	\$46.99
<b>913 – 956</b>	19-P	\$43.03	\$45.03	\$47.49	\$49.91
<b>957 – 1000</b>	20-P	\$46.85	\$49.02	\$51.67	\$54.33

## WAGE GRIDS – BY CLASSIFICATION

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

JJEP Wage Grid – April 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	\$15.77	\$16.53	\$17.48	\$18.37
Janitor	3	\$15.77	\$16.53	\$17.48	\$18.37
Asleep Residential Night Worker	5	\$16.67	\$17.49	\$18.44	\$19.42
Administrative Assistant 1	5	\$16.67	\$17.49	\$18.44	\$19.42
Retail Worker	5	\$16.67	\$17.49	\$18.44	\$19.42
Awake Residential Night Worker	6	\$17.27	\$18.11	\$19.11	\$20.11
Early Childhood Educator Assistant	6	\$17.27	\$18.11	\$19.11	\$20.11
Emergency Shelter Worker	6	\$17.27	\$18.11	\$19.11	\$20.11
Truck Driver	6	\$17.27	\$18.11	\$19.11	\$20.11
Accounting Clerk	7	\$18.21	\$19.08	\$20.16	\$21.24
Passenger Vehicle Driver	7	\$18.21	\$19.08	\$20.16	\$21.24
Administrative Assistant 2	7	\$18.21	\$19.08	\$20.16	\$21.24
Activity Worker	8	\$18.62	\$19.55	\$20.62	\$21.70
Child & Youth Transition House Worker	8	\$18.62	\$19.55	\$20.62	\$21.70
Cook	9	\$19.06	\$20.00	\$21.09	\$22.20
Database Clerk	9	\$19.06	\$20.00	\$21.09	\$22.20
Group Facilitator	9	\$19.06	\$20.00	\$21.09	\$22.20
School Aged Child Worker	9	\$19.06	\$20.00	\$21.09	\$22.20
Administrative Assistant 3	10	\$19.45	\$20.40	\$21.50	\$22.65
Bookkeeper	10	\$19.45	\$20.40	\$21.50	\$22.65
Building Maintenance Worker	10	\$19.45	\$20.40	\$21.50	\$22.65
Community Support Worker	10	\$19.45	\$20.40	\$21.50	\$22.65
Computer Technical Support Specialist	10	\$19.45	\$20.40	\$21.50	\$22.65
Early Childhood Educator	10	\$19.45	\$20.40	\$21.50	\$22.65
Employment Counsellor	10	\$19.45	\$20.40	\$21.50	\$22.65
Reconnect Worker	10	\$19.45	\$20.40	\$21.50	\$22.65
Residence Worker	10	\$19.45	\$20.40	\$21.50	\$22.65
Retail Supervisor	10	\$19.45	\$20.40	\$21.50	\$22.65
Settlement & Integration Worker	10	\$19.45	\$20.40	\$21.50	\$22.65
Supervised Access Worker	10	\$19.45	\$20.40	\$21.50	\$22.65
Transition House Worker	10	\$19.45	\$20.40	\$21.50	\$22.65
Vocational Worker	10	\$19.45	\$20.40	\$21.50	\$22.65
Adult, Youth and/or Child Worker	11	\$20.78	\$21.79	\$22.99	\$24.20
Child Care Resource and Referral Worker	11	\$20.78	\$21.79	\$22.99	\$24.20
Residential Child & Youth Worker	11	\$20.78	\$21.79	\$22.99	\$24.20
School Based Prevention Worker	11	\$20.78	\$21.79	\$22.99	\$24.20

<b>Special Services Worker</b>	11	\$20.78	\$21.79	\$22.99	\$24.20
<b>Victim Service Worker</b>	11	\$20.78	\$21.79	\$22.99	\$24.20
<b>Vocational Counsellor</b>	11	\$20.78	\$21.79	\$22.99	\$24.20
<b>Administrative Assistant 4</b>	12	\$22.02	\$23.10	\$24.36	\$25.65
<b>Community Connector</b>	12	\$22.02	\$23.10	\$24.36	\$25.65
<b>Family Support Worker</b>	12	\$22.02	\$23.10	\$24.36	\$25.65
<b>Program Coordinator 1</b>	12	\$22.02	\$23.10	\$24.36	\$25.65
<b>Residence Worker Senior</b>	12	\$22.02	\$23.10	\$24.36	\$25.65
<b>Volunteer Coordinator</b>	12	\$22.02	\$23.10	\$24.36	\$25.65
<b>Crisis Line Coordinator</b>	13	\$23.22	\$24.32	\$25.70	\$27.04
<b>Early Childhood Educator Senior</b>	13	\$23.22	\$24.32	\$25.70	\$27.04
<b>Program Coordinator 2</b>	14	\$25.54	\$26.75	\$28.25	\$29.73
<b>Residence Coordinator</b>	14	\$25.54	\$26.75	\$28.25	\$29.73

## WAGE GRIDS – BY CLASSIFICATION

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

<b>Job Classification</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>Children Who Witness Abuse Counsellor</b>	13-P	\$27.59	\$28.82	\$30.34	\$31.63
<b>Licensed Practical Nurse</b>	13-P	\$27.59	\$28.82	\$30.34	\$31.63
<b>Accountant</b>	14-P	\$30.68	\$32.15	\$33.95	\$35.74
<b>Addictions Counsellor</b>	14-P	\$30.68	\$32.15	\$33.95	\$35.74
<b>Adult, Youth and/or Child Counsellor</b>	14-P	\$30.68	\$32.15	\$33.95	\$35.74
<b>Children Who Witness Abuse Counsellor – Art Specialist</b>	14-P	\$30.68	\$32.15	\$33.95	\$35.74
<b>ESL Instructor</b>	14-P	\$30.68	\$32.15	\$33.95	\$35.74
<b>Family Counsellor</b>	14-P	\$30.68	\$32.15	\$33.95	\$35.74
<b>Infant Development Consultant</b>	14-P	\$30.68	\$32.15	\$33.95	\$35.74
<b>Stopping the Violence Counsellor</b>	14-P	\$30.68	\$32.15	\$33.95	\$35.74
<b>Supported Child Care Consultant</b>	14-P	\$30.68	\$32.15	\$33.95	\$35.74
<b>Nutritionist</b>	15-P	\$32.95	\$34.46	\$36.32	\$38.15
<b>Behaviour Consultant</b>	16-P	\$35.16	\$36.89	\$38.96	\$41.00
<b>Clinical Counsellor</b>	16-P	\$35.16	\$36.89	\$38.96	\$41.00
<b>Occupational Therapist</b>	16-P	\$35.16	\$36.89	\$38.96	\$41.00
<b>Physiotherapist</b>	16-P	\$35.16	\$36.89	\$38.96	\$41.00
<b>Nurse</b>	16-P	\$35.16	\$36.89	\$38.96	\$41.00
<b>Speech Language Pathologist</b>	17-P	\$38.01	\$39.78	\$41.88	\$44.03