

AGREEMENT BETWEEN

Community Social Services Employers' Association (CSSEA)

AND

Community Social Services Bargaining Association of Unions (CSSBA)

Re: April 1, 2022 Low Wage Redress Distribution and April 1, 2023 Preliminary Wage Grid

April 1, 2022 Low Wage Redress Distribution

The parties have agreed on the distribution of the April 1, 2022 Low Wage Redress (LWR), effective the first full pay period following April 1, 2022.

The agreement provides for the following wage increases:

- **All JJEP (non-Paraprofessional) classifications** will receive 2.54% LWR, \$0.25/hour flat rate increase, and 3.24% GWI.
- **All JJEP (non-Paraprofessional) classifications** will also receive an additional 1.4% LWR at Step 1.
- **Paraprofessional classifications that are already paid at the same rate as the health sector** will receive the \$0.25/hour flat rate increase and 3.24% GWI. This includes the following classifications:
 - Licensed Practical Nurse (LPN) and Licensed Practical Nurse Supervisor
 - Infant Development Consultant
 - Supported Child Care Consultant
 - Occupational Therapist and Occupational Therapist Supervisor
 - Physiotherapist and Physiotherapist Supervisor
 - Nurse and Nurse Supervisor
 - Speech Language Pathologist (SLP) and Speech Language Pathologist Supervisor
 - All Paraprofessional classifications in Grid 16-P, except Dietitian**.
 - All Paraprofessional classifications in Grid 17-P, 18-P, 19-P, and 20-P.
- The following Paraprofessional classifications will receive additional Low Wage Redress (LWR):
 - **Paraprofessional classifications in Grid 13-P:**
 - Step 4 will receive 7.67% LWR, \$0.25/hour flat rate increase, and 3.24% GWI to match the top rate of Grid 9.5 of the Health Science Professionals (HSP) wage schedule.
 - Step 2 rate will be calculated at one-third the difference between Step 1 and Step 4 rates.
 - Step 3 rate will be calculated at two-thirds the difference between Step 1 and Step 4 rates.
 - **Paraprofessional classifications in Grid 14-P, except Infant Development Consultant and Supported Child Care Consultant:**
 - Step 4 will receive 3.61% LWR, \$0.25/hour flat rate increase, and 3.24% GWI to match the top rate of Grid 10 of the Health Science Professionals (HSP) wage schedule.

- Step 2 rate will be calculated at one-third the difference between Step 1 and Step 4 rates.
- Step 3 rate will be calculated at two-thirds the difference between Step 1 and Step 4 rates.
- **Paraprofessional classifications in Grid 15-P:**
 - Step 4 will receive 2.70% LWR, \$0.25/hour flat rate increase, and 3.24% GWI to match the top rate of Grid 11.5 of the Health Science Professionals (HSP) wage schedule.
 - Step 2 rate will be calculated at one-third the difference between Step 1 and Step 4 rates.
 - Step 3 rate will be calculated at two-thirds the difference between Step 1 and Step 4 rates.
- The total percentage increases (including LWR, flat rate increase, and GWI) for the Paraprofessional classifications receiving LWR are summarized in the table below:

Grid Level	Classification	Step 1	Step 2	Step 3	Step 4
13-P	All 13-P Classifications	4.03%	6.95%	9.54%	11.82%
14-P	All 14-P Classifications*	3.99%	5.34%	6.57%	7.60%
15-P	All 15-P Classifications	3.96%	4.98%	5.83%	6.62%




*Except Infant Development Consultant and Supported Child Care Consultant

- ****Paraprofessional classification Dietician 16-P-RD**
 - The current Grid 16-P Dietitian classification will be changed to Grid 16-P-RD Dietician, and no LWR or GWI will be applied on April 1, 2022 to keep in line with the equivalent classification in the Health Science Professionals (HSP) wage schedule.
 - For the April 1, 2021 LWR distribution, the 15-P Nutritionist was reclassified to 16-P Dietician to match its comparator (equivalent classification) in Health Science Professionals (HSP), and wage rates were adjusted.
 - The April 1, 2021 wage rate for the 16-P Dietician exceeded its comparator in HSP in error. On April 1, 2021 16-P Dietician reached the April 1, 2022 wage rate of its comparator in HSP.
 - To correct the error, no wage adjustments will apply to the 16-P Dietician job classification for April 1, 2022, and the 6.75% GWI will be applied to keep in line with the Health Science Professionals (HSP) wage schedule.
 - Incumbents will be red-circled at the April 1, 2021 wage rate (\$46.15 at Step 4), and receive retroactive pay to April 1, 2022 equivalent to 50% of the GWI (\$47.03 at Step 4). They will no longer be red-circled on April 1, 2023 when the wage rate exceeds the red-circled rate.



April 1, 2023 Preliminary Wage Grid

The April 1, 2023 preliminary wage grid includes all known increases (5.5% GWI and 1.25% cost-of-living adjustment (COLA)) effective April 1, 2023. Further adjustments will be made once the Health Sector Wage Comparability increases are finalized, which can include retroactive increases to April 1, 2023.

Signed on behalf of CSSEA

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Derek Wong

March 31, 2023

Date Signed

JJEP WAGE GRIDS – BY GRID LEVEL

Effective April 1, 2022, the JJEP Wage Grid is as follows:

JJEP Wage Grid – April 1, 2022				
Grid Level	Step 1 – 0 – 2000 hours	Step 2 – 2001 – 4000 hours	Step 3 – 4001 – 6000 hours	Step 4 – 6001 hours onwards
1	\$18.63	\$19.22	\$20.28	\$21.35
2	\$19.17	\$19.80	\$20.90	\$21.99
3	\$19.52	\$20.18	\$21.32	\$22.39
4	\$19.88	\$20.58	\$21.71	\$22.85
5	\$20.63	\$21.34	\$22.48	\$23.66
6	\$21.35	\$22.09	\$23.28	\$24.50
7	\$21.99	\$22.72	\$23.99	\$25.26
8	\$22.47	\$23.27	\$24.52	\$25.80
9	\$23.01	\$23.80	\$25.08	\$26.38
10	\$23.47	\$24.27	\$25.56	\$26.93
11	\$25.05	\$25.91	\$27.32	\$28.75
12	\$26.53	\$27.45	\$28.94	\$30.45
13	\$27.96	\$28.89	\$30.50	\$32.09
14	\$30.72	\$31.74	\$33.51	\$35.26
15	\$33.65	\$34.80	\$36.74	\$38.61
16	\$36.47	\$37.72	\$39.84	\$41.86
17	\$40.05	\$41.41	\$43.69	\$45.97
18	\$42.90	\$44.33	\$46.80	\$49.26
19	\$45.70	\$47.27	\$49.89	\$52.51
20	\$50.00	\$51.71	\$54.53	\$57.40

PARAPROFESSIONAL WAGE GRIDS – BY GRID LEVEL

Effective April 1, 2022, the Paraprofessional Wage Grid is as follows:

Paraprofessional Wage Grid – April 1, 2022				
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	\$29.89	\$31.36	\$32.85	\$34.31
14-P-LPN	\$30.84	\$32.47	\$34.11	\$35.74
13-P	\$33.82	\$37.11	\$40.40	\$43.69
14-P-IDP	\$35.18	\$37.77	\$40.34	\$42.92
14-P-SCD	\$35.18	\$37.77	\$40.34	\$42.92
14-P	\$35.18	\$38.27	\$41.37	\$44.46
15-P	\$37.77	\$40.86	\$43.94	\$47.03
16-P-RD	\$37.66	\$40.49	\$43.32	\$46.15
16-P	\$39.14	\$42.06	\$44.98	\$47.91
16-P-OT	\$40.07	\$42.72	\$45.38	\$48.04
16-P-PT	\$40.07	\$42.72	\$45.38	\$48.04
16-P-RN	\$41.92	\$44.40	\$46.89	\$49.38
17-P-OT	\$41.59	\$44.29	\$46.99	\$49.69
17-P-PT	\$41.59	\$44.29	\$46.99	\$49.69
17-P-RN	\$44.74	\$48.09	\$51.44	\$54.79
17-P-SLP	\$41.40	\$43.58	\$45.75	\$47.92
18-P-SLP	\$42.96	\$45.21	\$47.45	\$49.70
17-P	\$41.40	\$45.16	\$48.90	\$52.66
18-P	\$43.77	\$47.90	\$52.03	\$56.16
19-P	\$46.48	\$50.87	\$55.25	\$59.64
20-P	\$50.59	\$55.36	\$60.13	\$64.90

JJEP WAGE GRIDS – BY POINT BAND

Effective April 1, 2022, the JJEP Wage Grid is as follows:

JJEP Wage Grid – April 1, 2022					
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	\$18.63	\$19.22	\$20.28	\$21.35
175 – 217	2	\$19.17	\$19.80	\$20.90	\$21.99
218 – 261	3	\$19.52	\$20.18	\$21.32	\$22.39
262 – 304	4	\$19.88	\$20.58	\$21.71	\$22.85
305 – 348	5	\$20.63	\$21.34	\$22.48	\$23.66
349 – 391	6	\$21.35	\$22.09	\$23.28	\$24.50
392 – 435	7	\$21.99	\$22.72	\$23.99	\$25.26
436 – 478	8	\$22.47	\$23.27	\$24.52	\$25.80
479 – 522	9	\$23.01	\$23.80	\$25.08	\$26.38
523 – 564	10	\$23.47	\$24.27	\$25.56	\$26.93
565 – 606	11	\$25.05	\$25.91	\$27.32	\$28.75
607 – 649	12	\$26.53	\$27.45	\$28.94	\$30.45
650 – 692	13	\$27.96	\$28.89	\$30.50	\$32.09
693 – 736	14	\$30.72	\$31.74	\$33.51	\$35.26
737 – 780	15	\$33.65	\$34.80	\$36.74	\$38.61
781 – 824	16	\$36.47	\$37.72	\$39.84	\$41.86
825 – 868	17	\$40.05	\$41.41	\$43.69	\$45.97
869 – 912	18	\$42.90	\$44.33	\$46.80	\$49.26
913 – 956	19	\$45.70	\$47.27	\$49.89	\$52.51
957 – 1000	20	\$50.00	\$51.71	\$54.53	\$57.40

PARAPROFESSIONAL WAGE GRIDS – BY POINT BAND

Effective April 1, 2022, the Paraprofessional Wage Grid is as follows:

Paraprofessional Wage Grid – April 1, 2022					
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	\$33.82	\$37.11	\$40.40	\$43.69
693 – 736	14-P	\$35.18	\$38.27	\$41.37	\$44.46
937 – 780	15-P	\$37.77	\$40.86	\$43.94	\$47.03
781 – 824	16-P	\$39.14	\$42.06	\$44.98	\$47.91
825 – 868	17-P	\$41.40	\$45.16	\$48.90	\$52.66
869 – 912	18-P	\$43.77	\$47.90	\$52.03	\$56.16
913 – 956	19-P	\$46.48	\$50.87	\$55.25	\$59.64
957 – 1000	20-P	\$50.59	\$55.36	\$60.13	\$64.90

JJEP WAGE GRIDS – BY CLASSIFICATION

Effective April 1, 2022, the JJEP Wage Grid is as follows:

JJEP Wage Grid – April 1, 2022					
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	\$19.52	\$20.18	\$21.32	\$22.39
Janitor	3	\$19.52	\$20.18	\$21.32	\$22.39
Asleep Residential Night Worker	5	\$20.63	\$21.34	\$22.48	\$23.66
Administrative Assistant 1	5	\$20.63	\$21.34	\$22.48	\$23.66
Retail Worker	5	\$20.63	\$21.34	\$22.48	\$23.66
Awake Residential Night Worker	6	\$21.35	\$22.09	\$23.28	\$24.50
Early Childhood Educator Assistant	6	\$21.35	\$22.09	\$23.28	\$24.50
Emergency Shelter Worker	6	\$21.35	\$22.09	\$23.28	\$24.50
Truck Driver	6	\$21.35	\$22.09	\$23.28	\$24.50
Accounting Clerk	7	\$21.99	\$22.72	\$23.99	\$25.26
Passenger Vehicle Driver	7	\$21.99	\$22.72	\$23.99	\$25.26
Administrative Assistant 2	7	\$21.99	\$22.72	\$23.99	\$25.26
Activity Worker	8	\$22.47	\$23.27	\$24.52	\$25.80
Child & Youth Transition House Worker	8	\$22.47	\$23.27	\$24.52	\$25.80
Cook	9	\$23.01	\$23.80	\$25.08	\$26.38
Database Clerk	9	\$23.01	\$23.80	\$25.08	\$26.38
Group Facilitator	9	\$23.01	\$23.80	\$25.08	\$26.38
School Aged Child Worker	9	\$23.01	\$23.80	\$25.08	\$26.38
Administrative Assistant 3	10	\$23.47	\$24.27	\$25.56	\$26.93
Bookkeeper	10	\$23.47	\$24.27	\$25.56	\$26.93
Building Maintenance Worker	10	\$23.47	\$24.27	\$25.56	\$26.93
Community Support Worker	10	\$23.47	\$24.27	\$25.56	\$26.93
Computer Technical Support Specialist	10	\$23.47	\$24.27	\$25.56	\$26.93
Early Childhood Educator	10	\$23.47	\$24.27	\$25.56	\$26.93
Employment Counsellor	10	\$23.47	\$24.27	\$25.56	\$26.93
Reconnect Worker	10	\$23.47	\$24.27	\$25.56	\$26.93
Residence Worker	10	\$23.47	\$24.27	\$25.56	\$26.93
Retail Supervisor	10	\$23.47	\$24.27	\$25.56	\$26.93
Settlement & Integration Worker	10	\$23.47	\$24.27	\$25.56	\$26.93
Supervised Access Worker	10	\$23.47	\$24.27	\$25.56	\$26.93
Transition House Worker	10	\$23.47	\$24.27	\$25.56	\$26.93
Vocational Worker	10	\$23.47	\$24.27	\$25.56	\$26.93
Adult, Youth and/or Child Worker	11	\$25.05	\$25.91	\$27.32	\$28.75
Child Care Resource and Referral Worker	11	\$25.05	\$25.91	\$27.32	\$28.75
Residential Child & Youth Worker	11	\$25.05	\$25.91	\$27.32	\$28.75
School Based Prevention Worker	11	\$25.05	\$25.91	\$27.32	\$28.75

Special Services Worker	11	\$25.05	\$25.91	\$27.32	\$28.75
Victim Service Worker	11	\$25.05	\$25.91	\$27.32	\$28.75
Vocational Counsellor	11	\$25.05	\$25.91	\$27.32	\$28.75
Administrative Assistant 4	12	\$26.53	\$27.45	\$28.94	\$30.45
Community Connector	12	\$26.53	\$27.45	\$28.94	\$30.45
Family Support Worker	12	\$26.53	\$27.45	\$28.94	\$30.45
Program Coordinator 1	12	\$26.53	\$27.45	\$28.94	\$30.45
Residence Worker Senior	12	\$26.53	\$27.45	\$28.94	\$30.45
Volunteer Coordinator	12	\$26.53	\$27.45	\$28.94	\$30.45
Crisis Line Coordinator	13	\$27.96	\$28.89	\$30.50	\$32.09
Early Childhood Educator Senior	13	\$27.96	\$28.89	\$30.50	\$32.09
Program Coordinator 2	14	\$30.72	\$31.74	\$33.51	\$35.26
Residence Coordinator	14	\$30.72	\$31.74	\$33.51	\$35.26

PARAPROFESSIONAL WAGE GRIDS – BY CLASSIFICATION

Effective April 1, 2022, the Paraprofessional Wage Grid is as follows:

Paraprofessional Wage Grid – April 1, 2022					
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	\$29.89	\$31.36	\$32.85	\$34.31
Licensed Practical Nurse Supervisor	14-P-LPN	\$30.84	\$32.47	\$34.11	\$35.74
Children Who Witness Abuse Counsellor	13-P	\$33.82	\$37.11	\$40.40	\$43.69
Infant Development Consultant	14-P-IDP	\$35.18	\$37.77	\$40.34	\$42.92
Supported Child Care Consultant	14-P-SCD	\$35.18	\$37.77	\$40.34	\$42.92
Accountant	14-P	\$35.18	\$38.27	\$41.37	\$44.46
Addictions Counsellor	14-P	\$35.18	\$38.27	\$41.37	\$44.46
Adult, Youth and/or Child Counsellor	14-P	\$35.18	\$38.27	\$41.37	\$44.46
Children Who Witness Abuse Counsellor – Art Specialist	14-P	\$35.18	\$38.27	\$41.37	\$44.46
ESL Instructor	14-P	\$35.18	\$38.27	\$41.37	\$44.46
Family Counsellor	14-P	\$35.18	\$38.27	\$41.37	\$44.46
Stopping the Violence Counsellor	14-P	\$35.18	\$38.27	\$41.37	\$44.46
Dietitian	16-P-RD	\$37.66	\$40.49	\$43.32	\$46.15
Behaviour Consultant	16-P	\$39.14	\$42.06	\$44.98	\$47.91
Clinical Counsellor	16-P	\$39.14	\$42.06	\$44.98	\$47.91
Occupational Therapist	16-P-OT	\$40.07	\$42.72	\$45.38	\$48.04
Physiotherapist	16-P-PT	\$40.07	\$42.72	\$45.38	\$48.04
Nurse	16-P-RN	\$41.92	\$44.40	\$46.89	\$49.38
Occupational Therapist Supervisor	17-P-OT	\$41.59	\$44.29	\$46.99	\$49.69
Physiotherapist Supervisor	17-P-PT	\$41.59	\$44.29	\$46.99	\$49.69
Nurse Supervisor	17-P-RN	\$44.74	\$48.09	\$51.44	\$54.79
Speech Language Pathologist	17-P-SLP	\$41.40	\$43.58	\$45.75	\$47.92
Speech Language Pathologist Supervisor	18-P-SLP	\$42.96	\$45.21	\$47.45	\$49.70

JJEP WAGE GRIDS – BY GRID LEVEL (PRELIMINARY*)

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

JJEP 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
1	\$19.89	\$20.52	\$21.65	\$22.79
2	\$20.46	\$21.14	\$22.31	\$23.47
3	\$20.84	\$21.54	\$22.76	\$23.90
4	\$21.22	\$21.97	\$23.18	\$24.39
5	\$22.02	\$22.78	\$24.00	\$25.26
6	\$22.79	\$23.58	\$24.85	\$26.15
7	\$23.47	\$24.25	\$25.61	\$26.97
8	\$23.99	\$24.84	\$26.18	\$27.54
9	\$24.56	\$25.41	\$26.77	\$28.16
10	\$25.05	\$25.91	\$27.29	\$28.75
11	\$26.74	\$27.66	\$29.16	\$30.69
12	\$28.32	\$29.30	\$30.89	\$32.51
13	\$29.85	\$30.84	\$32.56	\$34.26
14	\$32.79	\$33.88	\$35.77	\$37.64
15	\$35.92	\$37.15	\$39.22	\$41.22
16	\$38.93	\$40.27	\$42.53	\$44.69
17	\$42.75	\$44.21	\$46.64	\$49.07
18	\$45.80	\$47.32	\$49.96	\$52.59
19	\$48.78	\$50.46	\$53.26	\$56.05
20	\$53.38	\$55.20	\$58.21	\$61.27

*Further adjustments will be made once the Health Sector Wage Comparability increases are finalized, which can include retroactive increases to April 1, 2023.

PARAPROFESSIONAL WAGE GRIDS – BY GRID LEVEL (PRELIMINARY*)

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	\$33.48	\$35.07	\$36.63
14-P-LPN	\$32.92	\$34.66	\$36.41	\$38.15
13-P	\$36.10	\$39.61	\$43.13	\$46.64
14-P-IDP	\$37.55	\$40.32	\$43.06	\$45.82
14-P-SCD	\$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	\$47.40	\$50.06	\$52.71
17-P-OT	\$44.40	\$47.28	\$50.16	\$53.05
17-P-PT	\$44.40	\$47.28	\$50.16	\$53.05
17-P-RN	\$47.76	\$51.34	\$54.91	\$58.49
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

*Further adjustments will be made once the Health Sector Wage Comparability increases are finalized, which can include retroactive increases to April 1, 2023.

JJEP WAGE GRIDS – BY POINT BAND (PRELIMINARY*)

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	\$19.89	\$20.52	\$21.65	\$22.79
175 – 217	2	\$20.46	\$21.14	\$22.31	\$23.47
218 – 261	3	\$20.84	\$21.54	\$22.76	\$23.90
262 – 304	4	\$21.22	\$21.97	\$23.18	\$24.39
305 – 348	5	\$22.02	\$22.78	\$24.00	\$25.26
349 – 391	6	\$22.79	\$23.58	\$24.85	\$26.15
392 – 435	7	\$23.47	\$24.25	\$25.61	\$26.97
436 – 478	8	\$23.99	\$24.84	\$26.18	\$27.54
479 – 522	9	\$24.56	\$25.41	\$26.77	\$28.16
523 – 564	10	\$25.05	\$25.91	\$27.29	\$28.75
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

*Further adjustments will be made once the Health Sector Wage Comparability increases are finalized, which can include retroactive increases to April 1, 2023.

PARAPROFESSIONAL WAGE GRIDS – BY POINT BAND (PRELIMINARY*)

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

*Further adjustments will be made once the Health Sector Wage Comparability increases are finalized, which can include retroactive increases to April 1, 2023.

JJEP WAGE GRIDS – BY CLASSIFICATION (PRELIMINARY*)

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	\$20.84	\$21.54	\$22.76	\$23.90
Janitor	3	\$20.84	\$21.54	\$22.76	\$23.90
Asleep Residential Night Worker	5	\$22.02	\$22.78	\$24.00	\$25.26
Administrative Assistant 1	5	\$22.02	\$22.78	\$24.00	\$25.26
Retail Worker	5	\$22.02	\$22.78	\$24.00	\$25.26
Awake Residential Night Worker	6	\$22.79	\$23.58	\$24.85	\$26.15
Early Childhood Educator Assistant	6	\$22.79	\$23.58	\$24.85	\$26.15
Emergency Shelter Worker	6	\$22.79	\$23.58	\$24.85	\$26.15
Truck Driver	6	\$22.79	\$23.58	\$24.85	\$26.15
Accounting Clerk	7	\$23.47	\$24.25	\$25.61	\$26.97
Passenger Vehicle Driver	7	\$23.47	\$24.25	\$25.61	\$26.97
Administrative Assistant 2	7	\$23.47	\$24.25	\$25.61	\$26.97
Activity Worker	8	\$23.99	\$24.84	\$26.18	\$27.54
Child & Youth Transition House Worker	8	\$23.99	\$24.84	\$26.18	\$27.54
Cook	9	\$24.56	\$25.41	\$26.77	\$28.16
Database Clerk	9	\$24.56	\$25.41	\$26.77	\$28.16
Group Facilitator	9	\$24.56	\$25.41	\$26.77	\$28.16
School Aged Child Worker	9	\$24.56	\$25.41	\$26.77	\$28.16
Administrative Assistant 3	10	\$25.05	\$25.91	\$27.29	\$28.75
Bookkeeper	10	\$25.05	\$25.91	\$27.29	\$28.75
Building Maintenance Worker	10	\$25.05	\$25.91	\$27.29	\$28.75
Community Support Worker	10	\$25.05	\$25.91	\$27.29	\$28.75
Computer Technical Support Specialist	10	\$25.05	\$25.91	\$27.29	\$28.75
Early Childhood Educator	10	\$25.05	\$25.91	\$27.29	\$28.75
Employment Counsellor	10	\$25.05	\$25.91	\$27.29	\$28.75
Reconnect Worker	10	\$25.05	\$25.91	\$27.29	\$28.75
Residence Worker	10	\$25.05	\$25.91	\$27.29	\$28.75
Retail Supervisor	10	\$25.05	\$25.91	\$27.29	\$28.75
Settlement & Integration Worker	10	\$25.05	\$25.91	\$27.29	\$28.75
Supervised Access Worker	10	\$25.05	\$25.91	\$27.29	\$28.75
Transition House Worker	10	\$25.05	\$25.91	\$27.29	\$28.75
Vocational Worker	10	\$25.05	\$25.91	\$27.29	\$28.75
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

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

* Further adjustments will be made once the Health Sector Wage Comparability increases are finalized, which can include retroactive increases to April 1, 2023.

PARAPROFESSIONAL WAGE GRIDS – BY CLASSIFICATION (PRELIMINARY*)

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	\$33.48	\$35.07	\$36.63
Licensed Practical Nurse Supervisor	14-P-LPN	\$32.92	\$34.66	\$36.41	\$38.15
Children Who Witness Abuse Counsellor	13-P	\$36.10	\$39.61	\$43.13	\$46.64
Infant Development Consultant	14-P-IDP	\$37.55	\$40.32	\$43.06	\$45.82
Supported Child Care Consultant	14-P-SCD	\$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	\$47.40	\$50.06	\$52.71
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	\$47.76	\$51.34	\$54.91	\$58.49
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

* Further adjustments will be made once the Health Sector Wage Comparability increases are finalized, which can include retroactive increases to April 1, 2023.