

## **Improvement in Mileage Allowance, 2% General Wage Increase and \$20 Million Low Wage Redress effective April 1, 2020**

### **Mileage Allowance**

Mileage reimbursement rate will increase by one (1) cent per kilometer, effective April 1, 2020, 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, 2020	\$0.50	\$0.54

### **2.0% General Wage Increase + \$20 Million Low Wage Redress (LWR)**

CSSEA and CSSBA have agreed on the distribution of the second of three annual \$20 million Low Wage Redress fund (wage schedules outlining the hourly wages are attached) effective April 1, 2020. The agreement provides for the following distribution:

- All JJEP Non-Paraprofessional Classification will receive a 3.5% LWR increase plus 2% general wage increase effective April 1, 2020.
- Paraprofessional Classifications:
  - The target rate for Licensed Practical Nurse has been met. Licensed Practical Nurse will receive the 2% general wage increase.
  - Children Who Witness Abuse Counsellor 13P will receive an additional 13.5% LWR increase plus 2% general wage increase.
  - Paraprofessional Grid Level 14P and 15P will receive 6.1% LWR increase plus 2% general wage increase.
  - Nutritionist will be reclassified to 16P, equivalent to the following in each step:
    - Step 1: 10.0% LWR + 2% GWI.
    - Step 2: 10.4% LWR + 2% GWI.
    - Step 3: 10.6% LWR + 2% GWI.
    - Step 4: 10.8% LWR + 2% GWI.
- Paraprofessional Grid Level 16P will receive a 3% LWR increase plus 2% general wage increase.
- Occupational Therapist and Physiotherapist will receive a 5.5% LWR increase plus 2% general wage increase.
- Nurse will receive a 10.5% LWR increase plus 2% general wage increase.
- Paraprofessional Grid Level 17P and Speech Language Pathologist will receive a 0.8% LWR increase plus 2% general wage increase.
- Paraprofessional Grid Level 18P, 19P and 20P will receive a 2% general 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, 2020, the JJEP Wage Grid is as follows:

<b>JJEP Wage Grid – April 1, 2020</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>	\$15.87	\$16.60	\$17.53	\$18.46
<b>2</b>	\$16.33	\$17.11	\$18.07	\$19.03
<b>3</b>	\$16.64	\$17.44	\$18.44	\$19.38
<b>4</b>	\$16.95	\$17.79	\$18.78	\$19.78
<b>5</b>	\$17.59	\$18.45	\$19.45	\$20.49
<b>6</b>	\$18.22	\$19.11	\$20.16	\$21.22
<b>7</b>	\$19.21	\$20.13	\$21.27	\$22.41
<b>8</b>	\$19.64	\$20.63	\$21.75	\$22.89
<b>9</b>	\$20.11	\$21.10	\$22.25	\$23.42
<b>10</b>	\$20.52	\$21.52	\$22.68	\$23.90
<b>11</b>	\$21.92	\$22.99	\$24.25	\$25.53
<b>12</b>	\$23.23	\$24.37	\$25.70	\$27.06
<b>13</b>	\$24.50	\$25.66	\$27.11	\$28.53
<b>14</b>	\$26.94	\$28.22	\$29.80	\$31.37
<b>15</b>	\$29.53	\$30.96	\$32.69	\$34.37
<b>16</b>	\$32.02	\$33.58	\$35.47	\$37.29
<b>17</b>	\$35.18	\$36.88	\$38.93	\$40.97
<b>18</b>	\$37.70	\$39.50	\$41.71	\$43.92
<b>19</b>	\$40.18	\$42.13	\$44.48	\$46.83
<b>20</b>	\$43.98	\$46.11	\$48.64	\$51.21

Effective April 1, 2020, the Paraprofessional Wage Grid is as follows:

<b>Paraprofessional Wage Grid – April 1, 2020</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>13-P-LPN</b>	\$28.14	\$29.40	\$30.95	\$32.26
<b>13-P</b>	\$31.87	\$33.29	\$35.04	\$36.53
<b>14-P</b>	\$33.17	\$34.75	\$36.70	\$38.63
<b>15-P</b>	\$35.62	\$37.25	\$39.26	\$41.24
<b>16-P</b>	\$36.92	\$38.73	\$40.91	\$43.05
<b>16-P-OT</b>	\$37.80	\$39.66	\$41.88	\$44.08
<b>16-P-PT</b>	\$37.80	\$39.66	\$41.88	\$44.08
<b>16-P-RN</b>	\$39.56	\$41.50	\$43.83	\$46.13
<b>17-P</b>	\$39.07	\$40.89	\$43.05	\$45.26
<b>18-P</b>	\$41.32	\$43.26	\$45.57	\$47.93
<b>19-P</b>	\$43.89	\$45.93	\$48.44	\$50.91
<b>20-P</b>	\$47.79	\$50.00	\$52.70	\$55.42

## WAGE GRIDS – BY POINT BAND

Effective April 1, 2020, the JJEP Wage Grid is as follows:

JJEP Wage Grid – April 1, 2020					
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	\$15.87	\$16.60	\$17.53	\$18.46
175 – 217	2	\$16.33	\$17.11	\$18.07	\$19.03
218 – 261	3	\$16.64	\$17.44	\$18.44	\$19.38
262 – 304	4	\$16.95	\$17.79	\$18.78	\$19.78
305 – 348	5	\$17.59	\$18.45	\$19.45	\$20.49
349 – 391	6	\$18.22	\$19.11	\$20.16	\$21.22
392 – 435	7	\$19.21	\$20.13	\$21.27	\$22.41
436 – 478	8	\$19.64	\$20.63	\$21.75	\$22.89
479 – 522	9	\$20.11	\$21.10	\$22.25	\$23.42
523 – 564	10	\$20.52	\$21.52	\$22.68	\$23.90
565 – 606	11	\$21.92	\$22.99	\$24.25	\$25.53
607 – 649	12	\$23.23	\$24.37	\$25.70	\$27.06
650 – 692	13	\$24.50	\$25.66	\$27.11	\$28.53
693 – 736	14	\$26.94	\$28.22	\$29.80	\$31.37
737 – 780	15	\$29.53	\$30.96	\$32.69	\$34.37
781 – 824	16	\$32.02	\$33.58	\$35.47	\$37.29
825 – 868	17	\$35.18	\$36.88	\$38.93	\$40.97
869 – 912	18	\$37.70	\$39.50	\$41.71	\$43.92
913 – 956	19	\$40.18	\$42.13	\$44.48	\$46.83
957 – 1000	20	\$43.98	\$46.11	\$48.64	\$51.21

Effective April 1, 2020, the Paraprofessional Wage Grid is as follows:

Paraprofessional Wage Grid – April 1, 2020					
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	\$31.87	\$33.29	\$35.04	\$36.53
693 – 736	14-P	\$33.17	\$34.75	\$36.70	\$38.63
937 – 780	15-P	\$35.62	\$37.25	\$39.26	\$41.24
781 – 824	16-P	\$36.92	\$38.73	\$40.91	\$43.05
825 – 868	17-P	\$39.07	\$40.89	\$43.05	\$45.26
869 – 912	18-P	\$41.32	\$43.26	\$45.57	\$47.93
913 – 956	19-P	\$43.89	\$45.93	\$48.44	\$50.91
957 – 1000	20-P	\$47.79	\$50.00	\$52.70	\$55.42

## WAGE GRIDS – BY CLASSIFICATION

Effective April 1, 2020, the JJEP Wage Grid is as follows:

JJEP Wage Grid – April 1, 2020					
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	\$16.64	\$17.44	\$18.44	\$19.38
Janitor	3	\$16.64	\$17.44	\$18.44	\$19.38
Asleep Residential Night Worker	5	\$17.59	\$18.45	\$19.45	\$20.49
Administrative Assistant 1	5	\$17.59	\$18.45	\$19.45	\$20.49
Retail Worker	5	\$17.59	\$18.45	\$19.45	\$20.49
Awake Residential Night Worker	6	\$18.22	\$19.11	\$20.16	\$21.22
Early Childhood Educator Assistant	6	\$18.22	\$19.11	\$20.16	\$21.22
Emergency Shelter Worker	6	\$18.22	\$19.11	\$20.16	\$21.22
Truck Driver	6	\$18.22	\$19.11	\$20.16	\$21.22
Accounting Clerk	7	\$19.21	\$20.13	\$21.27	\$22.41
Passenger Vehicle Driver	7	\$19.21	\$20.13	\$21.27	\$22.41
Administrative Assistant 2	7	\$19.21	\$20.13	\$21.27	\$22.41
Activity Worker	8	\$19.64	\$20.63	\$21.75	\$22.89
Child & Youth Transition House Worker	8	\$19.64	\$20.63	\$21.75	\$22.89
Cook	9	\$20.11	\$21.10	\$22.25	\$23.42
Database Clerk	9	\$20.11	\$21.10	\$22.25	\$23.42
Group Facilitator	9	\$20.11	\$21.10	\$22.25	\$23.42
School Aged Child Worker	9	\$20.11	\$21.10	\$22.25	\$23.42
Administrative Assistant 3	10	\$20.52	\$21.52	\$22.68	\$23.90
Bookkeeper	10	\$20.52	\$21.52	\$22.68	\$23.90
Building Maintenance Worker	10	\$20.52	\$21.52	\$22.68	\$23.90
Community Support Worker	10	\$20.52	\$21.52	\$22.68	\$23.90
Computer Technical Support Specialist	10	\$20.52	\$21.52	\$22.68	\$23.90
Early Childhood Educator	10	\$20.52	\$21.52	\$22.68	\$23.90
Employment Counsellor	10	\$20.52	\$21.52	\$22.68	\$23.90
Reconnect Worker	10	\$20.52	\$21.52	\$22.68	\$23.90
Residence Worker	10	\$20.52	\$21.52	\$22.68	\$23.90
Retail Supervisor	10	\$20.52	\$21.52	\$22.68	\$23.90
Settlement & Integration Worker	10	\$20.52	\$21.52	\$22.68	\$23.90
Supervised Access Worker	10	\$20.52	\$21.52	\$22.68	\$23.90
Transition House Worker	10	\$20.52	\$21.52	\$22.68	\$23.90
Vocational Worker	10	\$20.52	\$21.52	\$22.68	\$23.90
Adult, Youth and/or Child Worker	11	\$21.92	\$22.99	\$24.25	\$25.53
Child Care Resource and Referral Worker	11	\$21.92	\$22.99	\$24.25	\$25.53
Residential Child & Youth Worker	11	\$21.92	\$22.99	\$24.25	\$25.53
School Based Prevention Worker	11	\$21.92	\$22.99	\$24.25	\$25.53

Special Services Worker	11	\$21.92	\$22.99	\$24.25	\$25.53
Victim Service Worker	11	\$21.92	\$22.99	\$24.25	\$25.53
Vocational Counsellor	11	\$21.92	\$22.99	\$24.25	\$25.53
Administrative Assistant 4	12	\$23.23	\$24.37	\$25.70	\$27.06
Community Connector	12	\$23.23	\$24.37	\$25.70	\$27.06
Family Support Worker	12	\$23.23	\$24.37	\$25.70	\$27.06
Program Coordinator 1	12	\$23.23	\$24.37	\$25.70	\$27.06
Residence Worker Senior	12	\$23.23	\$24.37	\$25.70	\$27.06
Volunteer Coordinator	12	\$23.23	\$24.37	\$25.70	\$27.06
Crisis Line Coordinator	13	\$24.50	\$25.66	\$27.11	\$28.53
Early Childhood Educator Senior	13	\$24.50	\$25.66	\$27.11	\$28.53
Program Coordinator 2	14	\$26.94	\$28.22	\$29.80	\$31.37
Residence Coordinator	14	\$26.94	\$28.22	\$29.80	\$31.37

## WAGE GRIDS – BY CLASSIFICATION

Effective April 1, 2020, the Paraprofessional Wage Grid is as follows:

### Paraprofessional Wage Grid – April 1, 2020

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	\$28.14	\$29.40	\$30.95	\$32.26
Children Who Witness Abuse Counsellor	13-P	\$31.87	\$33.29	\$35.04	\$36.53
Accountant	14-P	\$33.17	\$34.75	\$36.70	\$38.63
Addictions Counsellor	14-P	\$33.17	\$34.75	\$36.70	\$38.63
Adult, Youth and/or Child Counsellor	14-P	\$33.17	\$34.75	\$36.70	\$38.63
Children Who Witness Abuse Counsellor – Art Specialist	14-P	\$33.17	\$34.75	\$36.70	\$38.63
ESL Instructor	14-P	\$33.17	\$34.75	\$36.70	\$38.63
Family Counsellor	14-P	\$33.17	\$34.75	\$36.70	\$38.63
Infant Development Consultant	14-P	\$33.17	\$34.75	\$36.70	\$38.63
Stopping the Violence Counsellor	14-P	\$33.17	\$34.75	\$36.70	\$38.63
Supported Child Care Consultant	14-P	\$33.17	\$34.75	\$36.70	\$38.63
Nutritionist	16-P	\$36.92	\$38.73	\$40.91	\$43.05
Behaviour Consultant	16-P	\$36.92	\$38.73	\$40.91	\$43.05
Clinical Counsellor	16-P	\$36.92	\$38.73	\$40.91	\$43.05
Occupational Therapist	16-P-OT	\$37.80	\$39.66	\$41.88	\$44.08
Physiotherapist	16-P-PT	\$37.80	\$39.66	\$41.88	\$44.08
Nurse	16-P-RN	\$39.56	\$41.50	\$43.83	\$46.13
Speech Language Pathologist	17-P	\$39.07	\$40.89	\$43.05	\$45.26