APRIL 1, 2021 2% GENERAL WAGE INCREASE (GWI) AND $20M LOW WAGE REDRESS (LWR)

CSSEA and CSSBA have agreed on the distribution of the April 1, 2021 Low Wage Redress, effective the first full pay period following April 1, 2021. Wage schedules outlining the hourly wages are attached.

LWR increases are meant to reduce the difference in pay between Community Social Services jobs and similar jobs in the Health Sector. The LWR has narrowed the gap significantly for all classifications and grid levels and closed the gap completely for some.

In April 2021, Grid 10 classifications at step 4 will be 1.0% away from their equivalent classifications in Health, and many Paraprofessional classifications at Step 4 will fully catch up to their equivalent classifications in Health. Some Paraprofessional classifications will be 11.7% away from their equivalent classifications in Health, owing to the recent changes in the Health Sciences classification system.

The agreement provides for the following wage increases:

- All classifications will receive, at minimum, the 2% GWI.
- All JJEP classifications will receive 3.4% LWR + 2% GWI.
- In addition, JJEP classifications in Grid 1 to 6 will receive an additional 2.5% LWR, for a total of 5.9% LWR + 2% GWI.
- Paraprofessional classifications in Grid 13-P, 14-P, and 15-P will receive 2% GWI at the Step 1 rate and 4.96% LWR + 2% GWI at the Step 4 rate. New Step 2 and Step 3 rates are calculated between the Step 1 and Step 4 rates. The total percentage increases (including 2% GWI) are shown in the table below:

Grid Level	Classification	Step 1	Step 2	Step 3	Step 4
13-P	All 13-P Classifications	2.00%	4.24%	5.25%	6.96%
14-P	All 14-P Classifications	2.00%	4.55%	5.78%	6.96%
15-P	All 15-P Classifications	2.00%	4.48%	5.76%	6.96%

- Paraprofessional classifications in Grid 16-P, as well as Licensed Practical Nurse, Occupational Therapist, Physiotherapist, Nurse, and Speech Language Pathologist, will fully catch up to equivalent classifications in the health sector. The Step 4 rate will match the top rate in the health sector, and the Step 1 rate will receive 2% GWI if it is already higher than the starting rate in the health sector. The total percentage increases (including 2% GWI) are shown in the table below:

Grid Level	Classification	Step 1	Step 2	Step 3	Step 4
13-P-LPN	Licensed Practical Nurse	2.00%	2.48%	2.00%	2.23%
16-P	All 16-P Classifications	2.00%	4.54%	5.89%	7.20%
16-P-OT/PT	Occupational Therapist	2.00%	3.71%	4.37%	4.99%
16-P-OT/PT	Physiotherapist	2.00%	3.71%	4.37%	4.99%
16-P-RN	Nurse	2.00%	3.04%	3.06%	3.14%
17-P-SLP	Speech Language Pathologist	2.00%	2.62%	2.35%	2.00%

- Paraprofessional Grid 16-P Nutritionist is renamed to Dietitian.

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- Paraprofessional Grid 17-P will receive 10.16% LWR + 2% GWI at the Step 4 rate, and Grid 18-P, 19-P, and 20-P will receive 10.98% LWR + 2% GWI at the Step 4 rate. They will have received the same total increase (17.7%) over the 3-year term of the collective agreement as Grid 16-P. The total percentage increases (including 2% GWI) are shown in the table below:

Grid Level	Classification	Step 1	Step 2	Step 3	Step 4
17-P	All 17-P Classifications	2.00%	6.36%	9.45%	12.16%
18-P	All 18-P Classifications	2.00%	6.68%	10.05%	12.98%
19-P	All 19-P Classifications	2.00%	6.73%	9.97%	12.98%
20-P	All 20-P Classifications	2.00%	6.74%	10.04%	12.98%

- To maintain adequate pay differential for Layered-Over supervisors, new rates are established for Layered-Over positions of the following classifications: Licensed Practical Nurse, Occupational Therapist, Physiotherapist, Nurse, and Speech Language Pathologist. A Layered-Over job is a job that supervises another job. For instance, a Layered-Over LPN is a job that supervises an LPN.

Grid Level	Classification	Step 1	Step 2	Step 3	Step 4
14-P-LPN	Layered-Over LPN	$29.62	$31.20	$32.79	$34.37
17-P-OT/PT	Layered-Over OT/PT	$40.03	$42.65	$45.27	$47.89
17-P-RN	Layered-Over Nurse	$43.09	$46.33	$49.58	$52.82
18-P-SLP	Layered-Over SLP	$41.36	$43.54	$45.71	$47.89

WAGE GRIDS – BY GRID LEVEL

Effective April 1, 2021, the JJEP Wage Grid is as follows:

JJEP Wage Grid – April 1, 2021				
Grid Level	**Step 1 – 0 – 2000 hours**	**Step 2 – 2001 – 4000 hours**	**Step 3 – 4001 – 6000 hours**	**Step 4 – 6001 hours onwards**
1	$17.12	$17.91	$18.91	$19.92
2	$17.62	$18.46	$19.50	$20.53
3	$17.95	$18.82	$19.90	$20.91
4	$18.29	$19.20	$20.26	$21.34
5	$18.98	$19.91	$20.99	$22.11
6	$19.66	$20.62	$21.75	$22.90
7	$20.25	$21.22	$22.42	$23.62
8	$20.70	$21.74	$22.92	$24.13
9	$21.20	$22.24	$23.45	$24.68
10	$21.63	$22.68	$23.90	$25.19
11	$23.10	$24.23	$25.56	$26.91
12	$24.48	$25.69	$27.09	$28.52
13	$25.82	$27.05	$28.57	$30.07
14	$28.39	$29.74	$31.41	$33.06
15	$31.12	$32.63	$34.46	$36.23
16	$33.75	$35.39	$37.39	$39.30
17	$37.08	$38.87	$41.03	$43.18
18	$39.74	$41.63	$43.96	$46.29
19	$42.35	$44.41	$46.88	$49.36
20	$46.35	$48.60	$51.27	$53.98

WAGE GRIDS – BY GRID LEVEL

Effective April 1, 2021, the Paraprofessional Wage Grid is as follows:

Paraprofessional Wage Grid – April 1, 2021				
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	$28.70	$30.13	$31.57	$32.98
14-P-LPN	$29.62	$31.20	$32.79	$34.37
13-P	$32.51	$34.70	$36.88	$39.07
14-P	$33.83	$36.33	$38.82	$41.32
15-P	$36.33	$38.92	$41.52	$44.11
16-P	$37.66	$40.49	$43.32	$46.15
16-P-OT/PT	$38.56	$41.13	$43.71	$46.28
16-P-RN	$40.35	$42.76	$45.17	$47.58
17-P-OT/PT	$40.03	$42.65	$45.27	$47.89
17-P-RN	$43.09	$46.33	$49.58	$52.82
17-P-SLP	$39.85	$41.96	$44.06	$46.17
18-P-SLP	$41.36	$43.54	$45.71	$47.89
17-P	$39.85	$43.49	$47.12	$50.76
18-P	$42.15	$46.15	$50.15	$54.15
19-P	$44.77	$49.02	$53.27	$57.52
20-P	$48.75	$53.37	$57.99	$62.61

WAGE GRIDS – BY POINT BAND

Effective April 1, 2021, the JJEP Wage Grid is as follows:

JJEP Wage Grid – April 1, 2021					
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	$17.12	$17.91	$18.91	$19.92
175 – 217	2	$17.62	$18.46	$19.50	$20.53
218 – 261	3	$17.95	$18.82	$19.90	$20.91
262 – 304	4	$18.29	$19.20	$20.26	$21.34
305 – 348	5	$18.98	$19.91	$20.99	$22.11
349 – 391	6	$19.66	$20.62	$21.75	$22.90
392 – 435	7	$20.25	$21.22	$22.42	$23.62
436 – 478	8	$20.70	$21.74	$22.92	$24.13
479 – 522	9	$21.20	$22.24	$23.45	$24.68
523 – 564	10	$21.63	$22.68	$23.90	$25.19
565 – 606	11	$23.10	$24.23	$25.56	$26.91
607 – 649	12	$24.48	$25.69	$27.09	$28.52
650 – 692	13	$25.82	$27.05	$28.57	$30.07
693 – 736	14	$28.39	$29.74	$31.41	$33.06
737 – 780	15	$31.12	$32.63	$34.46	$36.23
781 – 824	16	$33.75	$35.39	$37.39	$39.30
825 – 868	17	$37.08	$38.87	$41.03	$43.18
869 – 912	18	$39.74	$41.63	$43.96	$46.29
913 – 956	19	$42.35	$44.41	$46.88	$49.36
957 – 1000	20	$46.35	$48.60	$51.27	$53.98

Effective April 1, 2021, the Paraprofessional Wage Grid is as follows:

Paraprofessional Wage Grid – April 1, 2021					
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	$32.51	$34.70	$36.88	$39.07
693 – 736	14-P	$33.83	$36.33	$38.82	$41.32
937 – 780	15-P	$36.33	$38.92	$41.52	$44.11
781 – 824	16-P	$37.66	$40.49	$43.32	$46.15
825 – 868	17-P	$39.85	$43.49	$47.12	$50.76
869 – 912	18-P	$42.15	$46.15	$50.15	$54.15
913 – 956	19-P	$44.77	$49.02	$53.27	$57.52
957 – 1000	20-P	$48.75	$53.37	$57.99	$62.61

WAGE GRIDS – BY CLASSIFICATION

Effective April 1, 2021, the JJEP Wage Grid is as follows:

JJEP Wage Grid – April 1, 2021					
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	$17.95	$18.82	$19.90	$20.91
Janitor	3	$17.95	$18.82	$19.90	$20.91
Asleep Residential Night Worker	5	$18.98	$19.91	$20.99	$22.11
Administrative Assistant 1	5	$18.98	$19.91	$20.99	$22.11
Retail Worker	5	$18.98	$19.91	$20.99	$22.11
Awake Residential Night Worker	6	$19.66	$20.62	$21.75	$22.90
Early Childhood Educator Assistant	6	$19.66	$20.62	$21.75	$22.90
Emergency Shelter Worker	6	$19.66	$20.62	$21.75	$22.90
Truck Driver	6	$19.66	$20.62	$21.75	$22.90
Accounting Clerk	7	$20.25	$21.22	$22.42	$23.62
Passenger Vehicle Driver	7	$20.25	$21.22	$22.42	$23.62
Administrative Assistant 2	7	$20.25	$21.22	$22.42	$23.62
Activity Worker	8	$20.70	$21.74	$22.92	$24.13
Child & Youth Transition House Worker	8	$20.70	$21.74	$22.92	$24.13
Cook	9	$21.20	$22.24	$23.45	$24.68
Database Clerk	9	$21.20	$22.24	$23.45	$24.68
Group Facilitator	9	$21.20	$22.24	$23.45	$24.68
School Aged Child Worker	9	$21.20	$22.24	$23.45	$24.68
Administrative Assistant 3	10	$21.63	$22.68	$23.90	$25.19
Bookkeeper	10	$21.63	$22.68	$23.90	$25.19
Building Maintenance Worker	10	$21.63	$22.68	$23.90	$25.19
Community Support Worker	10	$21.63	$22.68	$23.90	$25.19
Computer Technical Support Specialist	10	$21.63	$22.68	$23.90	$25.19
Early Childhood Educator	10	$21.63	$22.68	$23.90	$25.19
Employment Counsellor	10	$21.63	$22.68	$23.90	$25.19
Reconnect Worker	10	$21.63	$22.68	$23.90	$25.19
Residence Worker	10	$21.63	$22.68	$23.90	$25.19
Retail Supervisor	10	$21.63	$22.68	$23.90	$25.19
Settlement & Integration Worker	10	$21.63	$22.68	$23.90	$25.19
Supervised Access Worker	10	$21.63	$22.68	$23.90	$25.19
Transition House Worker	10	$21.63	$22.68	$23.90	$25.19
Vocational Worker	10	$21.63	$22.68	$23.90	$25.19
Adult, Youth and/or Child Worker	11	$23.10	$24.23	$25.56	$26.91
Child Care Resource and Referral Worker	11	$23.10	$24.23	$25.56	$26.91
Residential Child & Youth Worker	11	$23.10	$24.23	$25.56	$26.91
School Based Prevention Worker	11	$23.10	$24.23	$25.56	$26.91

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Special Services Worker	11	$23.10	$24.23	$25.56	$26.91
Victim Service Worker	11	$23.10	$24.23	$25.56	$26.91
Vocational Counsellor	11	$23.10	$24.23	$25.56	$26.91
Administrative Assistant 4	12	$24.48	$25.69	$27.09	$28.52
Community Connector	12	$24.48	$25.69	$27.09	$28.52
Family Support Worker	12	$24.48	$25.69	$27.09	$28.52
Program Coordinator 1	12	$24.48	$25.69	$27.09	$28.52
Residence Worker Senior	12	$24.48	$25.69	$27.09	$28.52
Volunteer Coordinator	12	$24.48	$25.69	$27.09	$28.52
Crisis Line Coordinator	13	$25.82	$27.05	$28.57	$30.07
Early Childhood Educator Senior	13	$25.82	$27.05	$28.57	$30.07
Program Coordinator 2	14	$28.39	$29.74	$31.41	$33.06
Residence Coordinator	14	$28.39	$29.74	$31.41	$33.06

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WAGE GRIDS – BY CLASSIFICATION

Effective April 1, 2021, the Paraprofessional Wage Grid is as follows:

Paraprofessional Wage Grid – April 1, 2021					
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	$28.70	$30.13	$31.57	$32.98
Layered-Over LPN	14-P-LPN	$29.62	$31.20	$32.79	$34.37
Children Who Witness Abuse Counsellor	13-P	$32.51	$34.70	$36.88	$39.07
Accountant	14-P	$33.83	$36.33	$38.82	$41.32
Addictions Counsellor	14-P	$33.83	$36.33	$38.82	$41.32
Adult, Youth and/or Child Counsellor	14-P	$33.83	$36.33	$38.82	$41.32
Children Who Witness Abuse Counsellor – Art Specialist	14-P	$33.83	$36.33	$38.82	$41.32
ESL Instructor	14-P	$33.83	$36.33	$38.82	$41.32
Family Counsellor	14-P	$33.83	$36.33	$38.82	$41.32
Infant Development Consultant	14-P	$33.83	$36.33	$38.82	$41.32
Stopping the Violence Counsellor	14-P	$33.83	$36.33	$38.82	$41.32
Supported Child Care Consultant	14-P	$33.83	$36.33	$38.82	$41.32
Dietitian	16-P	$37.66	$40.49	$43.32	$46.15
Behaviour Consultant	16-P	$37.66	$40.49	$43.32	$46.15
Clinical Counsellor	16-P	$37.66	$40.49	$43.32	$46.15
Occupational Therapist	16-P-OT/PT	$38.56	$41.13	$43.71	$46.28
Physiotherapist	16-P-OT/PT	$38.56	$41.13	$43.71	$46.28
Nurse	16-P-RN	$40.35	$42.76	$45.17	$47.58
Layered-Over OT/PT	17-P-OT/PT	$40.03	$42.65	$45.27	$47.89
Layered-Over Nurse	17-P-RN	$43.09	$46.33	$49.58	$52.82
Speech Language Pathologist	17-P-SLP	$39.85	$41.96	$44.06	$46.17
Layered-Over SLP	18-P-SLP	$41.36	$43.54	$45.71	$47.89

*Abbreviations:

LPN = Licensed Practical Nurse

OT = Occupational Therapist

PT = Physiotherapist

SLP = Speech Language Pathologist

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