

## **2.5% Classification Anomaly and Compensation Comparability Wage Increase effective April 1, 2017**

CSSEA and CSSBA agreed on the distribution of the April 1, 2017 Comparability and Classification Anomaly Wage Increases (wage schedules outlining the hourly wages are attached). The intention of the Comparability Adjustment is to close the wage gap with the comparator classification in Community Health. The agreement provides for the following wage increases:

- 98.3% of all FTEs would be eligible for a 2.5% increase in wages effective April 1, 2017.
- The target has been met for Step 4 for Program Coordinator 1 Grid Level 12A, Volunteer Coordinator Grid Level 12A, and as such increases will only be applied to steps 1 to 3.
- The target has been met for Steps 2 to 4 for Crisis Line Coordinator Grid Level 13A and as such increases will only be applied to Step 1.
- Paraprofessional Grid Level 15P classifications will receive additional \$1.00 on top of the 2.5% wage increase.
- Paraprofessional Grid Levels 17P, 18P, 19P and 20P classifications will receive additional \$0.65 on top of the 2.5% wage increase.

The Joint CSSEA and CSSBA Committee will continue to meet this year to determine the wage adjustments scheduled for April 1, 2018. Future compensation comparability and classification anomaly wage increases may result in different percentage increases for some classifications similar to this year. 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.

Any decision by the Joint CSSEA and CSSBA Committee will consider future changes in wage rate of comparable Community Health jobs.

## WAGE GRIDS – BY GRID LEVEL

Effective April 1, 2017, the JJEP Wage Grid is as follows:

<b>JJED Wage Grid – April 1, 2017</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>	\$13.50	\$14.12	\$14.92	\$15.71
<b>2</b>	\$13.91	\$14.57	\$15.38	\$16.20
<b>3</b>	\$14.16	\$14.84	\$15.69	\$16.50
<b>4</b>	\$14.43	\$15.14	\$15.98	\$16.83
<b>5</b>	\$14.97	\$15.70	\$16.56	\$17.44
<b>6</b>	\$15.51	\$16.26	\$17.16	\$18.06
<b>7</b>	\$16.35	\$17.14	\$18.11	\$19.07
<b>8</b>	\$16.73	\$17.55	\$18.51	\$19.50
<b>9</b>	\$17.12	\$17.95	\$18.94	\$19.93
<b>10</b>	\$17.47	\$18.32	\$19.31	\$20.34
<b>11</b>	\$18.66	\$19.56	\$20.64	\$21.73
<b>12A</b>	\$19.77	\$20.74	\$21.83	\$22.48
<b>12</b>	\$19.77	\$20.74	\$21.87	\$23.04
<b>13A</b>	\$20.58	\$21.31	\$22.52	\$23.69
<b>13</b>	\$20.85	\$21.84	\$23.08	\$24.28
<b>14</b>	\$22.93	\$24.01	\$25.37	\$26.69
<b>15</b>	\$25.13	\$26.35	\$27.82	\$29.26
<b>16</b>	\$27.25	\$28.59	\$30.19	\$31.75
<b>17</b>	\$29.95	\$31.39	\$33.14	\$34.88
<b>18</b>	\$32.09	\$33.63	\$35.50	\$37.38
<b>19</b>	\$34.20	\$35.86	\$37.86	\$39.86
<b>20</b>	\$37.44	\$39.25	\$41.40	\$43.59

Effective April 1, 2017, the Paraprofessional Wage Grid is as follows:

<b>Paraprofessional Wage Grid – April 1, 2017</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</b>	\$23.34	\$24.45	\$25.81	\$27.18
<b>14-P</b>	\$25.74	\$26.98	\$28.48	\$29.98
<b>15-P</b>	\$27.65	\$28.92	\$30.48	\$32.01
<b>16-P</b>	\$29.50	\$30.96	\$32.69	\$34.40
<b>17-P</b>	\$32.19	\$33.72	\$35.52	\$37.37
<b>18-P</b>	\$34.35	\$35.98	\$37.93	\$39.92
<b>19-P</b>	\$36.51	\$38.23	\$40.35	\$42.42
<b>20-P</b>	\$39.79	\$41.65	\$43.93	\$46.22

## WAGE GRIDS – BY POINT BAND

Effective April 1, 2017, the JJEP Wage Grid is as follows:

<b>JJED Wage Grid – April 1, 2017</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	\$13.50	\$14.12	\$14.92	\$15.71
<b>175 – 217</b>	2	\$13.91	\$14.57	\$15.38	\$16.20
<b>218 – 261</b>	3	\$14.16	\$14.84	\$15.69	\$16.50
<b>262 – 304</b>	4	\$14.43	\$15.14	\$15.98	\$16.83
<b>305 – 348</b>	5	\$14.97	\$15.70	\$16.56	\$17.44
<b>349 – 391</b>	6	\$15.51	\$16.26	\$17.16	\$18.06
<b>392 – 435</b>	7	\$16.35	\$17.14	\$18.11	\$19.07
<b>436 – 478</b>	8	\$16.73	\$17.55	\$18.51	\$19.50
<b>479 – 522</b>	9	\$17.12	\$17.95	\$18.94	\$19.93
<b>523 – 564</b>	10	\$17.47	\$18.32	\$19.31	\$20.34
<b>565 – 606</b>	11	\$18.66	\$19.56	\$20.64	\$21.73
<b>607 – 649</b>	12A	\$19.77	\$20.74	\$21.83	\$22.48
<b>607 – 649</b>	12	\$19.77	\$20.74	\$21.87	\$23.04
<b>650 – 692</b>	13A	\$20.58	\$21.31	\$22.52	\$23.69
<b>650 – 692</b>	13	\$20.85	\$21.84	\$23.08	\$24.28
<b>693 – 736</b>	14	\$22.93	\$24.01	\$25.37	\$26.69
<b>737 – 780</b>	15	\$25.13	\$26.35	\$27.82	\$29.26
<b>781 – 824</b>	16	\$27.25	\$28.59	\$30.19	\$31.75
<b>825 – 868</b>	17	\$29.95	\$31.39	\$33.14	\$34.88
<b>869 – 912</b>	18	\$32.09	\$33.63	\$35.50	\$37.38
<b>913 – 956</b>	19	\$34.20	\$35.86	\$37.86	\$39.86
<b>957 – 1000</b>	20	\$37.44	\$39.25	\$41.40	\$43.59

Effective April 1, 2017, the Paraprofessional Wage Grid is as follows:

<b>Paraprofessional Wage Grid – April 1, 2017</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	\$23.34	\$24.45	\$25.81	\$27.18
<b>693 – 736</b>	14-P	\$25.74	\$26.98	\$28.48	\$29.98
<b>937 – 780</b>	15-P	\$27.65	\$28.92	\$30.48	\$32.01
<b>781 – 824</b>	16-P	\$29.50	\$30.96	\$32.69	\$34.40
<b>825 – 868</b>	17-P	\$32.19	\$33.72	\$35.52	\$37.37
<b>869 – 912</b>	18-P	\$34.35	\$35.98	\$37.93	\$39.92
<b>913 – 956</b>	19-P	\$36.51	\$38.23	\$40.35	\$42.42
<b>957 – 1000</b>	20-P	\$39.79	\$41.65	\$43.93	\$46.22

## WAGE GRIDS – BY CLASSIFICATION

Effective April 1, 2017, the JJEP Wage Grid is as follows:

JJEP Wage Grid – April 1, 2017					
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	\$14.16	\$14.84	\$15.69	\$16.50
Janitor	3	\$14.16	\$14.84	\$15.69	\$16.50
Asleep Residential Night Worker	5	\$14.97	\$15.70	\$16.56	\$17.44
Administrative Assistant 1	5	\$14.97	\$15.70	\$16.56	\$17.44
Retail Worker	5	\$14.97	\$15.70	\$16.56	\$17.44
Awake Residential Night Worker	6	\$15.51	\$16.26	\$17.16	\$18.06
Early Childhood Educator Assistant	6	\$15.51	\$16.26	\$17.16	\$18.06
Emergency Shelter Worker	6	\$15.51	\$16.26	\$17.16	\$18.06
Truck Driver	6	\$15.51	\$16.26	\$17.16	\$18.06
Accounting Clerk	7	\$16.35	\$17.14	\$18.11	\$19.07
Passenger Vehicle Driver	7	\$16.35	\$17.14	\$18.11	\$19.07
Administrative Assistant 2	7	\$16.35	\$17.14	\$18.11	\$19.07
Activity Worker	8	\$16.73	\$17.55	\$18.51	\$19.50
Child & Youth Transition House Worker	8	\$16.73	\$17.55	\$18.51	\$19.50
Cook	9	\$17.12	\$17.95	\$18.94	\$19.93
Database Clerk	9	\$17.12	\$17.95	\$18.94	\$19.93
Group Facilitator	9	\$17.12	\$17.95	\$18.94	\$19.93
School Aged Child Worker	9	\$17.12	\$17.95	\$18.94	\$19.93
Administrative Assistant 3	10	\$17.47	\$18.32	\$19.31	\$20.34
Bookkeeper	10	\$17.47	\$18.32	\$19.31	\$20.34
Building Maintenance Worker	10	\$17.47	\$18.32	\$19.31	\$20.34
Community Support Worker	10	\$17.47	\$18.32	\$19.31	\$20.34
Computer Technical Support Specialist	10	\$17.47	\$18.32	\$19.31	\$20.34
Early Childhood Educator	10	\$17.47	\$18.32	\$19.31	\$20.34
Employment Counsellor	10	\$17.47	\$18.32	\$19.31	\$20.34
Reconnect Worker	10	\$17.47	\$18.32	\$19.31	\$20.34
Residence Worker	10	\$17.47	\$18.32	\$19.31	\$20.34
Retail Supervisor	10	\$17.47	\$18.32	\$19.31	\$20.34
Settlement & Integration Worker	10	\$17.47	\$18.32	\$19.31	\$20.34
Supervised Access Worker	10	\$17.47	\$18.32	\$19.31	\$20.34
Transition House Worker	10	\$17.47	\$18.32	\$19.31	\$20.34
Vocational Worker	10	\$17.47	\$18.32	\$19.31	\$20.34
Adult, Youth and/or Child Worker	11	\$18.66	\$19.56	\$20.64	\$21.73
Child Care Resource and Referral Worker	11	\$18.66	\$19.56	\$20.64	\$21.73
Residential Child & Youth Worker	11	\$18.66	\$19.56	\$20.64	\$21.73

School Based Prevention Worker	11	\$18.66	\$19.56	\$20.64	\$21.73
Special Services Worker	11	\$18.66	\$19.56	\$20.64	\$21.73
Victim Service Worker	11	\$18.66	\$19.56	\$20.64	\$21.73
Vocational Counsellor	11	\$18.66	\$19.56	\$20.64	\$21.73
Program Coordinator 1	12A	\$19.77	\$20.74	\$21.83	\$22.48
Volunteer Coordinator	12A	\$19.77	\$20.74	\$21.83	\$22.48
Administrative Assistant 4	12	\$19.77	\$20.74	\$21.87	\$23.04
Community Connector	12	\$19.77	\$20.74	\$21.87	\$23.04
Family Support Worker	12	\$19.77	\$20.74	\$21.87	\$23.04
Residence Worker Senior	12	\$19.77	\$20.74	\$21.87	\$23.04
Crisis Line Coordinator	13A	\$20.58	\$21.31	\$22.52	\$23.69
Early Childhood Educator Senior	13	\$20.85	\$21.84	\$23.08	\$24.28
Program Coordinator 2	14	\$22.93	\$24.01	\$25.37	\$26.69
Residence Coordinator	14	\$22.93	\$24.01	\$25.37	\$26.69

## WAGE GRIDS – BY CLASSIFICATION

Effective April 1, 2017, the Paraprofessional Wage Grid is as follows:

Paraprofessional Wage Grid – April 1, 2017					
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	\$23.34	\$24.45	\$25.81	\$27.18
Licensed Practical Nurse	13-P	\$23.34	\$24.45	\$25.81	\$27.18
Accountant	14-P	\$25.74	\$26.98	\$28.48	\$29.98
Addictions Counsellor	14-P	\$25.74	\$26.98	\$28.48	\$29.98
Adult, Youth and/or Child Counsellor	14-P	\$25.74	\$26.98	\$28.48	\$29.98
Children Who Witness Abuse Counsellor – Art Specialist	14-P	\$25.74	\$26.98	\$28.48	\$29.98
ESL Instructor	14-P	\$25.74	\$26.98	\$28.48	\$29.98
Family Counsellor	14-P	\$25.74	\$26.98	\$28.48	\$29.98
Infant Development Consultant	14-P	\$25.74	\$26.98	\$28.48	\$29.98
Stopping the Violence Counsellor	14-P	\$25.74	\$26.98	\$28.48	\$29.98
Supported Child Care Consultant	14-P	\$25.74	\$26.98	\$28.48	\$29.98
Nutritionist	15-P	\$27.65	\$28.92	\$30.48	\$32.01
Behaviour Consultant	16-P	\$29.50	\$30.96	\$32.69	\$34.40
Clinical Counsellor	16-P	\$29.50	\$30.96	\$32.69	\$34.40
Occupational Therapist	16-P	\$29.50	\$30.96	\$32.69	\$34.40
Physiotherapist	16-P	\$29.50	\$30.96	\$32.69	\$34.40
Nurse	16-P	\$29.50	\$30.96	\$32.69	\$34.40
Speech Language Pathologist	17-P	\$32.19	\$33.72	\$35.52	\$37.37