

Low Wage Redress Adjustments

1. Eliminate current Step 1 of the JJEP Wage Grid:

The elimination of Step 1 is for the JJEP Wage Grid only. The Paraprofessional Wage Grid will continue to have 4 steps.

Employees who are currently at Step 1 will move to the new Step 1. These employees will move to the new Step 2 after they worked an additional 2000 hours.

Examples

- a) Employee currently at 200 hours at Step 1 must work an additional 2000 hours (2200 in total) to move to the new Step 2.
- b) Employee currently at 1999 hours at Step 1 must work an additional 2000 hours (3999 in total) to move to the new Step 2.

For ease of implementation it is recommended on November 21, 2026 those at Step 1 have their hours for progressing up the wage grid be reset to zero. Reminder: Hours for progressing up the wage grid is not the same as seniority hours. The elimination of Step 1 does not affect seniority hours. Seniority hours are unchanged.

Examples

- a) Employee ABC

November 20, 2026	November 21, 2026	Before, on, or after November 21, 2027	Before, on, or after November 21, 2028
200 hours old step 1 (0-2000 hours)	0 hours new step 1 (0-2000 hours)	2001 hours new step 2 (2000-4000 hours)	4001 hours new step 3 (4000 hours onwards)

- b) Employee XYZ

November 20, 2026	November 21, 2026	Before, on, or after November 21, 2027	Before, on, or after November 21, 2028
1999 hours old step 1 (0-2000 hours)	0 hours new step 1 (0-2000 hours)	2001 hours new step 2 (2000-4000 hours)	4001 hours new step 3 (4000 hours onwards)

Employees who are currently at Step 2 will continue to be paid the same wage rate at the new Step 1 and progress to the new Step 2 after working the remainder of the 2000 hours (wage progression for them occurs as if nothing has changed).

Employees who are currently at Step 3 will continue to be paid the same wage rate at the new Step 2 and will progress to the new Step 3 upon completion of 2000 hours (wage progression for them occurs as if nothing has changed).

Employees who are currently at Step 4 will be continue to be paid the same wage rate at the new Step 3.

2. Health Sector Comparability Adjustment:

Grid 10 classifications will receive a \$0.07 per hour increase to address the wage gap with comparable jobs in the Facilities and Community Health Subsector Collective Agreements.

3. Layered-Over Paraprofessional Supervisors:

Layered-Over Paraprofessional Supervisors without an existing supervisor benchmark will be compensated at a rate of one additional grid or a minimum of eleven and seven-tenth percent (11.7%) above the highest job supervised.

For illustrative purpose, the table below shows how the rates will be calculated for a Layered-Over paraprofessional classification:

Classification	Step 1	Step 2	Step 3	Step 4
Grid 13-P Classification	\$40.82	\$44.81	\$48.77	\$52.75
Benchmark or Unique Grid 14-P Classification	\$42.47	\$46.21	\$49.93	\$53.67
Layered-Over Grid 14-P Classification (Grid 13-P + 11.7%)	\$47.44	\$51.62	\$55.77	\$59.95

Classification	Step 1	Step 2	Step 3	Step 4
Grid 14-P Classification	\$42.47	\$46.21	\$49.93	\$53.67
Unique Grid 15-P Classification	\$45.60	\$49.34	\$53.06	\$56.78
Layered-Over Grid 15-P Classification (Grid 14-P + 11.7%)	\$45.60	\$50.05	\$54.48	\$58.92

Classification	Step 1	Step 2	Step 3	Step 4
Grid 16-P Classification	\$47.26	\$50.79	\$54.31	\$57.84
Unique Grid 17-P Classification	\$48.30	\$52.68	\$57.04	\$61.43
Layered-Over Grid 17-P Classification (Grid 16-P + 11.7%)	\$52.79	\$56.73	\$60.66	\$64.61

In addition, the Layered-Over paraprofessional supervisor benchmarks below will receive the following wage adjustments:

- **Infant Development Consultant Supervisor (Grid 15-P-IDC):**
 - Step 1 rate will increase to \$45.84, which is 11.7% above the Grid 14-P-IDC Step 1 rate.
 - Step 2 rate will increase to \$49.22, which is 11.7% above the Grid 14-P-IDC Step 2 rate.
 - Step 3 rate will increase to \$52.55, which is 11.7% above the Grid 14-P-IDC Step 3 rate.
 - Step 4 rate will increase to \$55.93, which is 11.7% above the Grid 14-P-IDC Step 4 rate.
- **Supported Child Development Consultant Supervisor (Grid 15-P-SCDC):**
 - Step 1 rate will increase to \$45.84, which is 11.7% above the Grid 14-P-SCDC Step 1 rate.
 - Step 2 rate will increase to \$49.22, which is 11.7% above the Grid 14-P-SCDC Step 2 rate.
 - Step 3 rate will increase to \$52.55, which is 11.7% above the Grid 14-P-SCDC Step 3 rate.
 - Step 4 rate will increase to \$55.93, which is 11.7% above the Grid 14-P-SCDC Step 4 rate.
- **Occupational Therapist Supervisor (Grid 17-P-OT):**
 - Step 1 rate will increase to \$52.20, which is 11.7% above the Grid 16-P-OT Step 1 rate.
 - Step 2 rate will increase to \$55.66, which is 11.7% above the Grid 16-P-OT Step 2 rate.
 - Step 3 rate will increase to \$59.12, which is 11.7% above the Grid 16-P-OT Step 3 rate.
 - Step 4 rate will increase to \$62.59, which is 11.7% above the Grid 16-P-OT Step 4 rate.
- **Physiotherapist Supervisor (Grid 17-P-PT):**
 - Step 1 rate will increase to \$52.20, which is 11.7% above the Grid 16-P-PT Step 1 rate.
 - Step 2 rate will increase to \$55.66, which is 11.7% above the Grid 16-P-PT Step 2 rate.

- Step 3 rate will increase to \$59.12, which is 11.7% above the Grid 16-P-PT Step 3 rate.
- Step 4 rate will increase to \$62.59, which is 11.7% above the Grid 16-P-PT Step 4 rate.
- **Speech Language Pathologist Supervisor (Grid 18-P-SLP):**
 - Step 1 rate will increase to \$53.95, which is 11.7% above the Grid 17-P-SLP Step 1 rate.
 - Step 2 rate will increase to \$56.79, which is 11.7% above the Grid 17-P-SLP Step 2 rate.
 - Step 3 rate will increase to \$59.61, which is 11.7% above the Grid 17-P-SLP Step 3 rate.
 - Step 4 rate will increase to \$62.43, which is 11.7% above the Grid 17-P-SLP Step 4 rate.

The November 21, 2026 wage grid can be found on CSSEA's website.

If you have any questions, please contact your HRLR Consultant or Advocate.