Low Wage Redress Adjustments

The three low wage redress adjustments **effective the first full pay period on or after November 21, 2026** (Note: November 21, 2026 is used in this bulletin as short-hand for the effective date) are:

1) Eliminating current Step 1 of the JJEP Wage Grid
2) Health sector comparability adjustment for Grid 10 classifications
3) Layered-Over Paraprofessional Supervisors without an existing supervisor benchmark compensated at a rate of one additional grid or a minimum of eleven and seven-tenth percent (11.7%) above the highest job supervised

Details about each low wage redress adjustment is below.

1. <u>Eliminate current Step 1 of the JJEP Wage Grid:</u>

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%)	$45.60	$50.05	$54.48	$58.92

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%)	*$47.44*	*$51.62*	*$55.77*	*$59.95*

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.