

AGREEMENT BETWEEN

Community Social Services Employers' Association (CSSEA)

AND

Community Social Services Bargaining Association of Unions (CSSBA)

Re: April 1, 2023 and April 1, 2024 Wage Grids and Health Sector Wage Comparability

Facilities Wage Comparability Review

The parties have agreed on the distribution of the Facilities Wage Comparability, effective April 1, 2023. The agreement provides for the following wage increases:

- JJE (non-Paraprofessional) classifications in Grid Levels 1 to 9 will receive a \$0.25 per hour wage increase, after both the April 1, 2023 General Wage Increase (GWI) and cost of living adjustment (COLA) have been applied.
- JJE (non-Paraprofessional) classifications in Grid Level 10 will receive a \$0.14 per hour wage increase, after both the April 1, 2023 GWI and COLA have been applied.

Nurses Collective Agreement

Licensed Practical Nurse (13-P-LPN), LPN Supervisor (14-P-LPN), Nurse (16-P-RN), and Nurse Supervisor (17-P-RN) will receive the following wage adjustments, effective April 1, 2023:

- **Licensed Practical Nurse (13-P-LPN):** Step 4 rate will be increased by 9.61% to match the top rate of the April 1, 2023 Nurses Bargaining Association (NBA) wage schedule.
- **LPN Supervisor (14-P-LPN):**
 - Step 4 rate will be increased by 8.91% to match the top rate of the April 1, 2023 NBA schedule.
 - Step 1 rate will be increased by 0.85% to match the start rate of the April 1, 2023 NBA wage schedule.
- **Nurse (16-P-RN):** Step 4 rate will be increased by 2.98% to match the top rate of the April 1, 2023 NBA wage schedule.
- **Nurse Supervisor (17-P-RN):**
 - Step 4 rate will be increased by 5.35% to match the top rate of the April 1, 2023 NBA wage schedule.
 - Step 1 rate will be increased by 0.02% to match the start rate of the April 1, 2023 NBA wage schedule.
- Step 2 rates will be calculated at one-third the difference between Step 1 and Step 4 rates.
- Step 3 rates will be calculated at two-thirds the difference between Step 1 and Step 4 rates.

Health Science Professionals Classification Comparability

The parties will review the 2023 and 2024 wage schedules of CSSEA paraprofessional occupations comparable to occupations under the Health Science Professionals Sector Collective Agreement after the

2024 wage schedule of the new Health Science Professionals profile-based classification system is finalized.

April 1, 2024 Wage Grid

The April 1, 2024 wage grid includes 2% GWI and 1% COLA, effective April 1, 2024.

Signed on behalf of CSSEA

DocuSigned by:
Eric Peraro
1DD4FA772DBD4FB...
Eric Peraro
March 21, 2024

DocuSigned by:
Karen May
047B686AECBF474...
Karen May
March 21, 2024

DocuSigned by:
Vanessa Wong
000233338B1948C...
Vanessa Wong
March 21, 2024

DocuSigned by:
David Lin
899A91721E07104...
David Lin
March 21, 2024

Signed on behalf of the CSSBA

DocuSigned by:
Brent Camilleri
74EC896FE9DC478...
Brent Camilleri
March 21, 2024

DocuSigned by:
Derek Wong
8191DAD9156A4E8...
Derek Wong
March 22, 2024

Dated this _____ of _____, 2024

JJEP WAGE GRIDS – BY GRID LEVEL

Effective April 1, 2023, the JJEP Wage Grid is as follows:

| JJEP Wage Grid – April 1, 2023 | | | | |
|---------------------------------------|--|---|---|--|
| Grid Level | Step 1 – 0 – 2000 hours | Step 2 – 2001 – 4000 hours | Step 3 – 4001 – 6000 hours | Step 4 – 6001 hours onwards |
| 1 | \$20.14 | \$20.77 | \$21.90 | \$23.04 |
| 2 | \$20.71 | \$21.39 | \$22.56 | \$23.72 |
| 3 | \$21.09 | \$21.79 | \$23.01 | \$24.15 |
| 4 | \$21.47 | \$22.22 | \$23.43 | \$24.64 |
| 5 | \$22.27 | \$23.03 | \$24.25 | \$25.51 |
| 6 | \$23.04 | \$23.83 | \$25.10 | \$26.40 |
| 7 | \$23.72 | \$24.50 | \$25.86 | \$27.22 |
| 8 | \$24.24 | \$25.09 | \$26.43 | \$27.79 |
| 9 | \$24.81 | \$25.66 | \$27.02 | \$28.41 |
| 10 | \$25.19 | \$26.05 | \$27.43 | \$28.89 |
| 11 | \$26.74 | \$27.66 | \$29.16 | \$30.69 |
| 12 | \$28.32 | \$29.30 | \$30.89 | \$32.51 |
| 13 | \$29.85 | \$30.84 | \$32.56 | \$34.26 |
| 14 | \$32.79 | \$33.88 | \$35.77 | \$37.64 |
| 15 | \$35.92 | \$37.15 | \$39.22 | \$41.22 |
| 16 | \$38.93 | \$40.27 | \$42.53 | \$44.69 |
| 17 | \$42.75 | \$44.21 | \$46.64 | \$49.07 |
| 18 | \$45.80 | \$47.32 | \$49.96 | \$52.59 |
| 19 | \$48.78 | \$50.46 | \$53.26 | \$56.05 |
| 20 | \$53.38 | \$55.20 | \$58.21 | \$61.27 |

PARAPROFESSIONAL WAGE GRIDS – BY GRID LEVEL*

Effective April 1, 2023, the Paraprofessional Wage Grid is as follows:

| Paraprofessional Wage Grid – April 1, 2023 | | | | |
|---|--|---|---|--|
| 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 | \$31.91 | \$34.66 | \$37.40 | \$40.15 |
| 14-P-LPN | \$33.20 | \$35.98 | \$38.77 | \$41.55 |
| 13-P | \$36.10 | \$39.61 | \$43.13 | \$46.64 |
| 14-P-IDC** | \$37.55 | \$40.32 | \$43.06 | \$45.82 |
| 14-P-SCDC*** | \$37.55 | \$40.32 | \$43.06 | \$45.82 |
| 14-P | \$37.55 | \$40.85 | \$44.16 | \$47.46 |
| 15-P | \$40.32 | \$43.62 | \$46.91 | \$50.20 |
| 16-P-RD | \$40.20 | \$43.22 | \$46.24 | \$49.27 |
| 16-P | \$41.78 | \$44.90 | \$48.02 | \$51.14 |
| 16-P-OT | \$42.77 | \$45.60 | \$48.44 | \$51.28 |
| 16-P-PT | \$42.77 | \$45.60 | \$48.44 | \$51.28 |
| 16-P-RN | \$44.75 | \$47.93 | \$51.10 | \$54.28 |
| 17-P-OT | \$44.40 | \$47.28 | \$50.16 | \$53.04 |
| 17-P-PT | \$44.40 | \$47.28 | \$50.16 | \$53.04 |
| 17-P-RN | \$47.77 | \$52.39 | \$57.00 | \$61.62 |
| 17-P-SLP | \$44.19 | \$46.52 | \$48.84 | \$51.15 |
| 18-P-SLP | \$45.86 | \$48.26 | \$50.65 | \$53.05 |
| 17-P | \$44.19 | \$48.21 | \$52.20 | \$56.21 |
| 18-P | \$46.72 | \$51.13 | \$55.54 | \$59.95 |
| 19-P | \$49.62 | \$54.30 | \$58.98 | \$63.67 |
| 20-P | \$54.00 | \$59.10 | \$64.19 | \$69.28 |

*The April 1, 2023 Paraprofessional Wage Grid is subject to review once the Health Science Professionals Wage Schedule is available no later than February 28, 2025.

** Infant Development Consultant Grid Level is renamed to 14-P-IDC.

*** Supported Child Care Consultant (Grid Level 14-P-SCC) is renamed to Supported Child Development Consultant (Grid Level 14-P-SCDC).

JJEP WAGE GRIDS – BY POINT BAND

Effective April 1, 2023, the JJEP Wage Grid is as follows:

| JJEP Wage Grid – April 1, 2023 | | | | | |
|--------------------------------|------------|-------------------------------|----------------------------------|----------------------------------|-----------------------------------|
| 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 | \$20.14 | \$20.77 | \$21.90 | \$23.04 |
| 175 – 217 | 2 | \$20.71 | \$21.39 | \$22.56 | \$23.72 |
| 218 – 261 | 3 | \$21.09 | \$21.79 | \$23.01 | \$24.15 |
| 262 – 304 | 4 | \$21.47 | \$22.22 | \$23.43 | \$24.64 |
| 305 – 348 | 5 | \$22.27 | \$23.03 | \$24.25 | \$25.51 |
| 349 – 391 | 6 | \$23.04 | \$23.83 | \$25.10 | \$26.40 |
| 392 – 435 | 7 | \$23.72 | \$24.50 | \$25.86 | \$27.22 |
| 436 – 478 | 8 | \$24.24 | \$25.09 | \$26.43 | \$27.79 |
| 479 – 522 | 9 | \$24.81 | \$25.66 | \$27.02 | \$28.41 |
| 523 – 564 | 10 | \$25.19 | \$26.05 | \$27.43 | \$28.89 |
| 565 – 606 | 11 | \$26.74 | \$27.66 | \$29.16 | \$30.69 |
| 607 – 649 | 12 | \$28.32 | \$29.30 | \$30.89 | \$32.51 |
| 650 – 692 | 13 | \$29.85 | \$30.84 | \$32.56 | \$34.26 |
| 693 – 736 | 14 | \$32.79 | \$33.88 | \$35.77 | \$37.64 |
| 737 – 780 | 15 | \$35.92 | \$37.15 | \$39.22 | \$41.22 |
| 781 – 824 | 16 | \$38.93 | \$40.27 | \$42.53 | \$44.69 |
| 825 – 868 | 17 | \$42.75 | \$44.21 | \$46.64 | \$49.07 |
| 869 – 912 | 18 | \$45.80 | \$47.32 | \$49.96 | \$52.59 |
| 913 – 956 | 19 | \$48.78 | \$50.46 | \$53.26 | \$56.05 |
| 957 – 1000 | 20 | \$53.38 | \$55.20 | \$58.21 | \$61.27 |

PARAPROFESSIONAL WAGE GRIDS – BY POINT BAND*

Effective April 1, 2023, the Paraprofessional Wage Grid is as follows:

| Paraprofessional Wage Grid – April 1, 2023 | | | | | |
|---|-------------------|--|---|---|--|
| 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 | \$36.10 | \$39.61 | \$43.13 | \$46.64 |
| 693 – 736 | 14-P | \$37.55 | \$40.85 | \$44.16 | \$47.46 |
| 937 – 780 | 15-P | \$40.32 | \$43.62 | \$46.91 | \$50.20 |
| 781 – 824 | 16-P | \$41.78 | \$44.90 | \$48.02 | \$51.14 |
| 825 – 868 | 17-P | \$44.19 | \$48.21 | \$52.20 | \$56.21 |
| 869 – 912 | 18-P | \$46.72 | \$51.13 | \$55.54 | \$59.95 |
| 913 – 956 | 19-P | \$49.62 | \$54.30 | \$58.98 | \$63.67 |
| 957 – 1000 | 20-P | \$54.00 | \$59.10 | \$64.19 | \$69.28 |

*The April 1, 2023 Paraprofessional Wage Grid is subject to review once the Health Science Professionals Wage Schedule is available no later than February 28, 2025.

JJEP WAGE GRIDS – BY CLASSIFICATION

Effective April 1, 2023, the JJEP Wage Grid is as follows:

| JJEP Wage Grid – April 1, 2023 | | | | | |
|---|------------|-------------------------------|----------------------------------|----------------------------------|-----------------------------------|
| 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 | \$21.09 | \$21.79 | \$23.01 | \$24.15 |
| Janitor | 3 | \$21.09 | \$21.79 | \$23.01 | \$24.15 |
| Asleep Residential Night Worker | 5 | \$22.27 | \$23.03 | \$24.25 | \$25.51 |
| Administrative Assistant 1 | 5 | \$22.27 | \$23.03 | \$24.25 | \$25.51 |
| Retail Worker | 5 | \$22.27 | \$23.03 | \$24.25 | \$25.51 |
| Awake Residential Night Worker | 6 | \$23.04 | \$23.83 | \$25.10 | \$26.40 |
| Early Childhood Educator Assistant | 6 | \$23.04 | \$23.83 | \$25.10 | \$26.40 |
| Emergency Shelter Worker | 6 | \$23.04 | \$23.83 | \$25.10 | \$26.40 |
| Truck Driver | 6 | \$23.04 | \$23.83 | \$25.10 | \$26.40 |
| Accounting Clerk | 7 | \$23.72 | \$24.50 | \$25.86 | \$27.22 |
| Passenger Vehicle Driver | 7 | \$23.72 | \$24.50 | \$25.86 | \$27.22 |
| Administrative Assistant 2 | 7 | \$23.72 | \$24.50 | \$25.86 | \$27.22 |
| Activity Worker | 8 | \$24.24 | \$25.09 | \$26.43 | \$27.79 |
| Child & Youth Transition House Worker | 8 | \$24.24 | \$25.09 | \$26.43 | \$27.79 |
| Cook | 9 | \$24.81 | \$25.66 | \$27.02 | \$28.41 |
| Database Clerk | 9 | \$24.81 | \$25.66 | \$27.02 | \$28.41 |
| Group Facilitator | 9 | \$24.81 | \$25.66 | \$27.02 | \$28.41 |
| School Aged Child Worker | 9 | \$24.81 | \$25.66 | \$27.02 | \$28.41 |
| Administrative Assistant 3 | 10 | \$25.19 | \$26.05 | \$27.43 | \$28.89 |
| Bookkeeper | 10 | \$25.19 | \$26.05 | \$27.43 | \$28.89 |
| Building Maintenance Worker | 10 | \$25.19 | \$26.05 | \$27.43 | \$28.89 |
| Community Support Worker | 10 | \$25.19 | \$26.05 | \$27.43 | \$28.89 |
| Computer Technical Support Specialist | 10 | \$25.19 | \$26.05 | \$27.43 | \$28.89 |
| Early Childhood Educator | 10 | \$25.19 | \$26.05 | \$27.43 | \$28.89 |
| Employment Counsellor | 10 | \$25.19 | \$26.05 | \$27.43 | \$28.89 |
| Reconnect Worker | 10 | \$25.19 | \$26.05 | \$27.43 | \$28.89 |
| Residence Worker | 10 | \$25.19 | \$26.05 | \$27.43 | \$28.89 |
| Retail Supervisor | 10 | \$25.19 | \$26.05 | \$27.43 | \$28.89 |
| Settlement & Integration Worker | 10 | \$25.19 | \$26.05 | \$27.43 | \$28.89 |
| Supervised Access Worker | 10 | \$25.19 | \$26.05 | \$27.43 | \$28.89 |
| Transition House Worker | 10 | \$25.19 | \$26.05 | \$27.43 | \$28.89 |
| Vocational Worker | 10 | \$25.19 | \$26.05 | \$27.43 | \$28.89 |
| Adult, Youth and/or Child Worker | 11 | \$26.74 | \$27.66 | \$29.16 | \$30.69 |
| Child Care Resource and Referral Worker | 11 | \$26.74 | \$27.66 | \$29.16 | \$30.69 |
| Residential Child & Youth Worker | 11 | \$26.74 | \$27.66 | \$29.16 | \$30.69 |
| School Based Prevention Worker | 11 | \$26.74 | \$27.66 | \$29.16 | \$30.69 |

| | | | | | |
|--|----|---------|---------|---------|---------|
| Special Services Worker | 11 | \$26.74 | \$27.66 | \$29.16 | \$30.69 |
| Victim Service Worker | 11 | \$26.74 | \$27.66 | \$29.16 | \$30.69 |
| Vocational Counsellor | 11 | \$26.74 | \$27.66 | \$29.16 | \$30.69 |
| Administrative Assistant 4 | 12 | \$28.32 | \$29.30 | \$30.89 | \$32.51 |
| Community Connector | 12 | \$28.32 | \$29.30 | \$30.89 | \$32.51 |
| Family Support Worker | 12 | \$28.32 | \$29.30 | \$30.89 | \$32.51 |
| Program Coordinator 1 | 12 | \$28.32 | \$29.30 | \$30.89 | \$32.51 |
| Residence Worker Senior | 12 | \$28.32 | \$29.30 | \$30.89 | \$32.51 |
| Volunteer Coordinator | 12 | \$28.32 | \$29.30 | \$30.89 | \$32.51 |
| Crisis Line Coordinator | 13 | \$29.85 | \$30.84 | \$32.56 | \$34.26 |
| Early Childhood Educator Senior | 13 | \$29.85 | \$30.84 | \$32.56 | \$34.26 |
| Program Coordinator 2 | 14 | \$32.79 | \$33.88 | \$35.77 | \$37.64 |
| Residence Coordinator | 14 | \$32.79 | \$33.88 | \$35.77 | \$37.64 |

PARAPROFESSIONAL WAGE GRIDS – BY CLASSIFICATION*

Effective April 1, 2023, the Paraprofessional Wage Grid is as follows:

| Paraprofessional Wage Grid – April 1, 2023 | | | | | |
|--|------------|-------------------------------|----------------------------------|----------------------------------|-----------------------------------|
| 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 | \$31.91 | \$34.66 | \$37.40 | \$40.15 |
| Licensed Practical Nurse Supervisor | 14-P-LPN | \$33.20 | \$35.98 | \$38.77 | \$41.55 |
| Children Who Witness Abuse Counsellor | 13-P | \$36.10 | \$39.61 | \$43.13 | \$46.64 |
| Infant Development Consultant** | 14-P-IDC | \$37.55 | \$40.32 | \$43.06 | \$45.82 |
| Supported Child Development Consultant*** | 14-P-SCDC | \$37.55 | \$40.32 | \$43.06 | \$45.82 |
| Accountant | 14-P | \$37.55 | \$40.85 | \$44.16 | \$47.46 |
| Addictions Counsellor | 14-P | \$37.55 | \$40.85 | \$44.16 | \$47.46 |
| Adult, Youth and/or Child Counsellor | 14-P | \$37.55 | \$40.85 | \$44.16 | \$47.46 |
| Children Who Witness Abuse Counsellor – Art Specialist | 14-P | \$37.55 | \$40.85 | \$44.16 | \$47.46 |
| ESL Instructor | 14-P | \$37.55 | \$40.85 | \$44.16 | \$47.46 |
| Family Counsellor | 14-P | \$37.55 | \$40.85 | \$44.16 | \$47.46 |
| Stopping the Violence Counsellor | 14-P | \$37.55 | \$40.85 | \$44.16 | \$47.46 |
| Dietitian | 16-P-RD | \$40.20 | \$43.22 | \$46.24 | \$49.27 |
| Behaviour Consultant | 16-P | \$41.78 | \$44.90 | \$48.02 | \$51.14 |
| Clinical Counsellor | 16-P | \$41.78 | \$44.90 | \$48.02 | \$51.14 |
| Occupational Therapist | 16-P-OT | \$42.77 | \$45.60 | \$48.44 | \$51.28 |
| Physiotherapist | 16-P-PT | \$42.77 | \$45.60 | \$48.44 | \$51.28 |
| Nurse | 16-P-RN | \$44.75 | \$47.93 | \$51.10 | \$54.28 |
| Occupational Therapist Supervisor | 17-P-OT | \$44.40 | \$47.28 | \$50.16 | \$53.05 |
| Physiotherapist Supervisor | 17-P-PT | \$44.40 | \$47.28 | \$50.16 | \$53.05 |
| Nurse Supervisor | 17-P-RN | \$47.77 | \$52.39 | \$57.00 | \$61.62 |
| Speech Language Pathologist | 17-P-SLP | \$44.19 | \$46.52 | \$48.84 | \$51.15 |
| Speech Language Pathologist Supervisor | 18-P-SLP | \$45.86 | \$48.26 | \$50.65 | \$53.05 |

*The April 1, 2023 Paraprofessional Wage Grid is subject to review once the Health Science Professionals Wage Schedule is available no later than February 28, 2025.

**Infant Development Consultant Grid Level is renamed to 14-P-IDC.

***Supported Child Care Consultant (Grid Level 14-P-SCC) is renamed to Supported Child Development Consultant (Grid Level 14-P-SCDC).

JJEP WAGE GRIDS – BY GRID LEVEL

Effective April 1, 2024, the JJEP Wage Grid is as follows:

| JJEP Wage Grid – April 1, 2024 | | | | |
|---------------------------------------|--|---|---|--|
| Grid Level | Step 1 – 0 – 2000 hours | Step 2 – 2001 – 4000 hours | Step 3 – 4001 – 6000 hours | Step 4 – 6001 hours onwards |
| 1 | \$20.74 | \$21.39 | \$22.56 | \$23.73 |
| 2 | \$21.33 | \$22.03 | \$23.24 | \$24.43 |
| 3 | \$21.72 | \$22.44 | \$23.70 | \$24.87 |
| 4 | \$22.11 | \$22.89 | \$24.13 | \$25.38 |
| 5 | \$22.94 | \$23.72 | \$24.98 | \$26.28 |
| 6 | \$23.73 | \$24.54 | \$25.85 | \$27.19 |
| 7 | \$24.43 | \$25.24 | \$26.64 | \$28.04 |
| 8 | \$24.97 | \$25.84 | \$27.22 | \$28.62 |
| 9 | \$25.55 | \$26.43 | \$27.83 | \$29.26 |
| 10 | \$25.95 | \$26.83 | \$28.25 | \$29.76 |
| 11 | \$27.54 | \$28.49 | \$30.03 | \$31.61 |
| 12 | \$29.17 | \$30.18 | \$31.82 | \$33.49 |
| 13 | \$30.75 | \$31.77 | \$33.54 | \$35.29 |
| 14 | \$33.77 | \$34.90 | \$36.84 | \$38.77 |
| 15 | \$37.00 | \$38.26 | \$40.40 | \$42.46 |
| 16 | \$40.10 | \$41.48 | \$43.81 | \$46.03 |
| 17 | \$44.03 | \$45.54 | \$48.04 | \$50.54 |
| 18 | \$47.17 | \$48.74 | \$51.46 | \$54.17 |
| 19 | \$50.24 | \$51.97 | \$54.86 | \$57.73 |
| 20 | \$54.98 | \$56.86 | \$59.96 | \$63.11 |

PARAPROFESSIONAL WAGE GRIDS – BY GRID LEVEL*

Effective April 1, 2024, the Paraprofessional Wage Grid is as follows:

| Paraprofessional Wage Grid – April 1, 2024 | | | | |
|---|--|---|---|--|
| 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 | \$32.84 | \$35.68 | \$38.51 | \$41.35 |
| 14-P-LPN | \$34.20 | \$37.06 | \$39.93 | \$42.79 |
| 13-P | \$37.18 | \$40.80 | \$44.42 | \$48.04 |
| 14-P-IDC** | \$38.68 | \$41.53 | \$44.35 | \$47.20 |
| 14-P-SCDC*** | \$38.68 | \$41.53 | \$44.35 | \$47.20 |
| 14-P | \$38.68 | \$42.08 | \$45.48 | \$48.88 |
| 15-P | \$41.53 | \$44.93 | \$48.32 | \$51.71 |
| 16-P-RD | \$41.41 | \$44.52 | \$47.63 | \$50.74 |
| 16-P | \$43.03 | \$46.25 | \$49.46 | \$52.68 |
| 16-P-OT | \$44.05 | \$46.97 | \$49.89 | \$52.82 |
| 16-P-PT | \$44.05 | \$46.97 | \$49.89 | \$52.82 |
| 16-P-RN | \$44.75 | \$48.47 | \$52.19 | \$55.91 |
| 17-P-OT | \$45.73 | \$48.70 | \$51.66 | \$54.63 |
| 17-P-PT | \$45.73 | \$48.70 | \$51.66 | \$54.63 |
| 17-P-RN | \$49.20 | \$53.96 | \$58.71 | \$63.47 |
| 17-P-SLP | \$45.52 | \$47.92 | \$50.31 | \$52.68 |
| 18-P-SLP | \$47.24 | \$49.71 | \$52.17 | \$54.64 |
| 17-P | \$45.52 | \$49.66 | \$53.77 | \$57.90 |
| 18-P | \$48.12 | \$52.66 | \$57.21 | \$61.75 |
| 19-P | \$51.11 | \$55.93 | \$60.75 | \$65.58 |
| 20-P | \$55.62 | \$60.87 | \$66.12 | \$71.36 |

*The April 1, 2024 Paraprofessional Wage Grid is subject to review once the Health Science Professionals Wage Schedule is available no later than February 28, 2025.

** Infant Development Consultant Grid Level is renamed to 14-P-IDC.

*** Supported Child Care Consultant (Grid Level 14-P-SCC) is renamed to Supported Child Development Consultant (Grid Level 14-P-SCDC).

JJEP WAGE GRIDS – BY POINT BAND

Effective April 1, 2024, the JJEP Wage Grid is as follows:

| JJEP Wage Grid – April 1, 2024 | | | | | |
|--------------------------------|------------|-------------------------------|----------------------------------|----------------------------------|-----------------------------------|
| 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 | \$20.74 | \$21.39 | \$22.56 | \$23.73 |
| 175 – 217 | 2 | \$21.33 | \$22.03 | \$23.24 | \$24.43 |
| 218 – 261 | 3 | \$21.72 | \$22.44 | \$23.70 | \$24.87 |
| 262 – 304 | 4 | \$22.11 | \$22.89 | \$24.13 | \$25.38 |
| 305 – 348 | 5 | \$22.94 | \$23.72 | \$24.98 | \$26.28 |
| 349 – 391 | 6 | \$23.73 | \$24.54 | \$25.85 | \$27.19 |
| 392 – 435 | 7 | \$24.43 | \$25.24 | \$26.64 | \$28.04 |
| 436 – 478 | 8 | \$24.97 | \$25.84 | \$27.22 | \$28.62 |
| 479 – 522 | 9 | \$25.55 | \$26.43 | \$27.83 | \$29.26 |
| 523 – 564 | 10 | \$25.95 | \$26.83 | \$28.25 | \$29.76 |
| 565 – 606 | 11 | \$27.54 | \$28.49 | \$30.03 | \$31.61 |
| 607 – 649 | 12 | \$29.17 | \$30.18 | \$31.82 | \$33.49 |
| 650 – 692 | 13 | \$30.75 | \$31.77 | \$33.54 | \$35.29 |
| 693 – 736 | 14 | \$33.77 | \$34.90 | \$36.84 | \$38.77 |
| 737 – 780 | 15 | \$37.00 | \$38.26 | \$40.40 | \$42.46 |
| 781 – 824 | 16 | \$40.10 | \$41.48 | \$43.81 | \$46.03 |
| 825 – 868 | 17 | \$44.03 | \$45.54 | \$48.04 | \$50.54 |
| 869 – 912 | 18 | \$47.17 | \$48.74 | \$51.46 | \$54.17 |
| 913 – 956 | 19 | \$50.24 | \$51.97 | \$54.86 | \$57.73 |
| 957 – 1000 | 20 | \$54.98 | \$56.86 | \$59.96 | \$63.11 |

PARAPROFESSIONAL WAGE GRIDS – BY POINT BAND*

Effective April 1, 2024, the Paraprofessional Wage Grid is as follows:

| Paraprofessional Wage Grid – April 1, 2024 | | | | | |
|---|-------------------|--|---|---|--|
| 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 | \$37.18 | \$40.80 | \$44.42 | \$48.04 |
| 693 – 736 | 14-P | \$38.68 | \$42.08 | \$45.48 | \$48.88 |
| 937 – 780 | 15-P | \$41.53 | \$44.93 | \$48.32 | \$51.71 |
| 781 – 824 | 16-P | \$43.03 | \$46.25 | \$49.46 | \$52.68 |
| 825 – 868 | 17-P | \$45.52 | \$49.66 | \$53.77 | \$57.90 |
| 869 – 912 | 18-P | \$48.12 | \$52.66 | \$57.21 | \$61.75 |
| 913 – 956 | 19-P | \$51.11 | \$55.93 | \$60.75 | \$65.58 |
| 957 – 1000 | 20-P | \$55.62 | \$60.87 | \$66.12 | \$71.36 |

*The April 1, 2024 Paraprofessional Wage Grid is subject to review once the Health Science Professionals Wage Schedule is available no later than February 28, 2025.

JJEP WAGE GRIDS – BY CLASSIFICATION

Effective April 1, 2024, the JJEP Wage Grid is as follows:

| JJEP Wage Grid – April 1, 2024 | | | | | |
|---|------------|-------------------------------|----------------------------------|----------------------------------|-----------------------------------|
| 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 | \$21.72 | \$22.44 | \$23.70 | \$24.87 |
| Janitor | 3 | \$21.72 | \$22.44 | \$23.70 | \$24.87 |
| Asleep Residential Night Worker | 5 | \$22.94 | \$23.72 | \$24.98 | \$26.28 |
| Administrative Assistant 1 | 5 | \$22.94 | \$23.72 | \$24.98 | \$26.28 |
| Retail Worker | 5 | \$22.94 | \$23.72 | \$24.98 | \$26.28 |
| Awake Residential Night Worker | 6 | \$23.73 | \$24.54 | \$25.85 | \$27.19 |
| Early Childhood Educator Assistant | 6 | \$23.73 | \$24.54 | \$25.85 | \$27.19 |
| Emergency Shelter Worker | 6 | \$23.73 | \$24.54 | \$25.85 | \$27.19 |
| Truck Driver | 6 | \$23.73 | \$24.54 | \$25.85 | \$27.19 |
| Accounting Clerk | 7 | \$24.43 | \$25.24 | \$26.64 | \$28.04 |
| Passenger Vehicle Driver | 7 | \$24.43 | \$25.24 | \$26.64 | \$28.04 |
| Administrative Assistant 2 | 7 | \$24.43 | \$25.24 | \$26.64 | \$28.04 |
| Activity Worker | 8 | \$24.97 | \$25.84 | \$27.22 | \$28.62 |
| Child & Youth Transition House Worker | 8 | \$24.97 | \$25.84 | \$27.22 | \$28.62 |
| Cook | 9 | \$25.55 | \$26.43 | \$27.83 | \$29.26 |
| Database Clerk | 9 | \$25.55 | \$26.43 | \$27.83 | \$29.26 |
| Group Facilitator | 9 | \$25.55 | \$26.43 | \$27.83 | \$29.26 |
| School Aged Child Worker | 9 | \$25.55 | \$26.43 | \$27.83 | \$29.26 |
| Administrative Assistant 3 | 10 | \$25.95 | \$26.83 | \$28.25 | \$29.76 |
| Bookkeeper | 10 | \$25.95 | \$26.83 | \$28.25 | \$29.76 |
| Building Maintenance Worker | 10 | \$25.95 | \$26.83 | \$28.25 | \$29.76 |
| Community Support Worker | 10 | \$25.95 | \$26.83 | \$28.25 | \$29.76 |
| Computer Technical Support Specialist | 10 | \$25.95 | \$26.83 | \$28.25 | \$29.76 |
| Early Childhood Educator | 10 | \$25.95 | \$26.83 | \$28.25 | \$29.76 |
| Employment Counsellor | 10 | \$25.95 | \$26.83 | \$28.25 | \$29.76 |
| Reconnect Worker | 10 | \$25.95 | \$26.83 | \$28.25 | \$29.76 |
| Residence Worker | 10 | \$25.95 | \$26.83 | \$28.25 | \$29.76 |
| Retail Supervisor | 10 | \$25.95 | \$26.83 | \$28.25 | \$29.76 |
| Settlement & Integration Worker | 10 | \$25.95 | \$26.83 | \$28.25 | \$29.76 |
| Supervised Access Worker | 10 | \$25.95 | \$26.83 | \$28.25 | \$29.76 |
| Transition House Worker | 10 | \$25.95 | \$26.83 | \$28.25 | \$29.76 |
| Vocational Worker | 10 | \$25.95 | \$26.83 | \$28.25 | \$29.76 |
| Adult, Youth and/or Child Worker | 11 | \$27.54 | \$28.49 | \$30.03 | \$31.61 |
| Child Care Resource and Referral Worker | 11 | \$27.54 | \$28.49 | \$30.03 | \$31.61 |
| Residential Child & Youth Worker | 11 | \$27.54 | \$28.49 | \$30.03 | \$31.61 |
| School Based Prevention Worker | 11 | \$27.54 | \$28.49 | \$30.03 | \$31.61 |

| | | | | | |
|--|----|---------|---------|---------|---------|
| Special Services Worker | 11 | \$27.54 | \$28.49 | \$30.03 | \$31.61 |
| Victim Service Worker | 11 | \$27.54 | \$28.49 | \$30.03 | \$31.61 |
| Vocational Counsellor | 11 | \$27.54 | \$28.49 | \$30.03 | \$31.61 |
| Administrative Assistant 4 | 12 | \$29.17 | \$30.18 | \$31.82 | \$33.49 |
| Community Connector | 12 | \$29.17 | \$30.18 | \$31.82 | \$33.49 |
| Family Support Worker | 12 | \$29.17 | \$30.18 | \$31.82 | \$33.49 |
| Program Coordinator 1 | 12 | \$29.17 | \$30.18 | \$31.82 | \$33.49 |
| Residence Worker Senior | 12 | \$29.17 | \$30.18 | \$31.82 | \$33.49 |
| Volunteer Coordinator | 12 | \$29.17 | \$30.18 | \$31.82 | \$33.49 |
| Crisis Line Coordinator | 13 | \$30.75 | \$31.77 | \$33.54 | \$35.29 |
| Early Childhood Educator Senior | 13 | \$30.75 | \$31.77 | \$33.54 | \$35.29 |
| Program Coordinator 2 | 14 | \$33.77 | \$34.90 | \$36.84 | \$38.77 |
| Residence Coordinator | 14 | \$33.77 | \$34.90 | \$36.84 | \$38.77 |

PARAPROFESSIONAL WAGE GRIDS – BY CLASSIFICATION*

Effective April 1, 2024, the Paraprofessional Wage Grid is as follows:

| Paraprofessional Wage Grid – April 1, 2024 | | | | | |
|--|------------|-------------------------------|----------------------------------|----------------------------------|-----------------------------------|
| 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 | \$32.84 | \$35.68 | \$38.51 | \$41.35 |
| Licensed Practical Nurse Supervisor | 14-P-LPN | \$34.20 | \$37.06 | \$39.93 | \$42.79 |
| Children Who Witness Abuse Counsellor | 13-P | \$37.18 | \$40.80 | \$44.42 | \$48.04 |
| Infant Development Consultant** | 14-P-IDC | \$38.68 | \$41.53 | \$44.35 | \$47.20 |
| Supported Child Development Consultant*** | 14-P-SCDC | \$38.68 | \$41.53 | \$44.35 | \$47.20 |
| Accountant | 14-P | \$38.68 | \$42.08 | \$45.48 | \$48.88 |
| Addictions Counsellor | 14-P | \$38.68 | \$42.08 | \$45.48 | \$48.88 |
| Adult, Youth and/or Child Counsellor | 14-P | \$38.68 | \$42.08 | \$45.48 | \$48.88 |
| Children Who Witness Abuse Counsellor – Art Specialist | 14-P | \$38.68 | \$42.08 | \$45.48 | \$48.88 |
| ESL Instructor | 14-P | \$38.68 | \$42.08 | \$45.48 | \$48.88 |
| Family Counsellor | 14-P | \$38.68 | \$42.08 | \$45.48 | \$48.88 |
| Stopping the Violence Counsellor | 14-P | \$38.68 | \$42.08 | \$45.48 | \$48.88 |
| Dietitian | 16-P-RD | \$41.41 | \$44.52 | \$47.63 | \$50.74 |
| Behaviour Consultant | 16-P | \$43.03 | \$46.25 | \$49.46 | \$52.68 |
| Clinical Counsellor | 16-P | \$43.03 | \$46.25 | \$49.46 | \$52.68 |
| Occupational Therapist | 16-P-OT | \$44.05 | \$46.97 | \$49.89 | \$52.82 |
| Physiotherapist | 16-P-PT | \$44.05 | \$46.97 | \$49.89 | \$52.82 |
| Nurse | 16-P-RN | \$44.75 | \$48.47 | \$52.19 | \$55.91 |
| Occupational Therapist Supervisor | 17-P-OT | \$45.73 | \$48.70 | \$51.66 | \$54.63 |
| Physiotherapist Supervisor | 17-P-PT | \$45.73 | \$48.70 | \$51.66 | \$54.63 |
| Nurse Supervisor | 17-P-RN | \$49.20 | \$53.96 | \$58.71 | \$63.47 |
| Speech Language Pathologist | 17-P-SLP | \$45.52 | \$47.92 | \$50.31 | \$52.68 |
| Speech Language Pathologist Supervisor | 18-P-SLP | \$47.24 | \$49.71 | \$52.17 | \$54.64 |

*The April 1, 2024 Paraprofessional Wage Grid is subject to review once the Health Science Professionals Wage Schedule is available no later than February 28, 2025.

**Infant Development Consultant Grid Level is renamed to 14-P-IDC.

***Supported Child Care Consultant (Grid Level 14-P-SCC) is renamed to Supported Child Development Consultant (Grid Level 14-P-SCDC).