**Memorandum of Agreement**

**Between**

**[*Employer Name*]**

**And**

**[*Union Name*]**

**Re: Provincial Early Childhood Educator Wage Enhancement Strategy**

WHEREAS under the Provincial Government’s Early Care and Learning Recruitment and Retention Strategy, eligible front-line Early Childhood Educators (ECEs) working in licensed child care facilities receiving Child Care Operating Funding (CCOF) will receive a wage increase beginning in early 2019;

And the above parties wish to participate in the ECE Wage Enhancement Strategy for the following: [***insert name(s) of sites/programs***];

The parties agree as follows:

[***for Category 1, 2, and 3 Employers***]

1. a $1 per hour wage enhancement beginning in early 2019 and retroactive to September 1, 2018 will be granted to the eligible positions;
2. Another $1 per hour wage enhancement scheduled for April 1, 2020 will be granted to the eligible positions;
3. Another $2 per hour wage enhancement scheduled for March 2022 and retroactive to September 1 2021, 2021 will also be granted to the eligible positions;
4. *[Parties to negotiate the application of benefits, as applicable]*

[***for Category 3 Employers only (NPF but paying Collective Agreement rates) – an additional option***]

*[the Parties may negotiate the application of wage rates for eligible positions in excess of point #1, #2, and #3 above; Parties to negotiate the application of benefits, as applicable];*

*[****Note****: any application of ECE WE monies and/or negotiations should not result in wage or benefit levels that exceed the corresponding Collective Agreement levels.]*

***[for inclusion in all agreements]***

Should the Provincial Government’s Early Care and Learning Recruitment and Retention Strategy be amended or discontinued, affecting the compensation increases noted above, the parties agree that they will immediately meet to discuss options, including the potential renegotiation of the above terms under Part D of Appendix A – Wage Grids.

Agreement reached on this \_\_\_\_ day of \_\_\_\_\_\_\_\_\_\_\_, 2021

Signed:

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Union Employer

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

CSSBA CSSEA