

**MEMORANDUM OF AGREEMENT**

**BETWEEN**

**COMMUNITY SOCIAL SERVICES EMPLOYERS' ASSOCIATION ("CSSEA")**

**AND**

**COMMUNITY SOCIAL SERVICES BARGAINING ASSOCIATION ("CSSBA")**

**Re: Child Care Program Funding Changes and MOA 25**

**Whereas:**

Government continues to apply its *Early Care and Learning Recruitment and Retention Strategy*;

Pursuant to that *Strategy*, it has announced that the Early Childhood Educator Wage Enhancement (ECE-WE) will increase up to an additional \$2 per hour effective December 1, 2023, resulting in the accumulated total ECE-WE's being up to \$6 per hour;

Pursuant to that *Strategy*, the \$2 per hour increase effective December 1, 2023 is not available to employees and employers in the public sector, including CSSEA member employers;

The CSSEA and the CSSBA negotiated *MOA25 (Non-Provincially Funded Childcare Positions)* and the above Parties wish to engage in discussions pursuant to this MOA; and

The government has committed a defined amount of funding to support outcomes consistent with this MOA.

**Therefore, the Parties agree as follows:**

1. Employees working in the following classifications:
  - Early Childhood Educator, and
  - Early Childhood Educator Senior

or employees who have an Early Childhood Education Certificate as recognized by the ECE Registry of BC and who are working in a child care program, will be eligible to be paid a retention incentive benefit (the "Benefit"). For clarification, eligible employees are those as set out in the Early Childhood Educator Wage Enhancement Funding Guidelines working in provincially funded and non-provincially funded (NPF) programs, and who have not received (or are not receiving) the additional ECE Wage Enhancement of \$2 per hour that became available starting in December 2023 ("Eligible Employees").

2. Eligible Employees will be paid the Benefit effective the first pay period following May 1, 2024 until the conclusion of the last pay period commencing in February 2026 (the "Benefit Period").

- The Benefit will be calculated on the basis of each hour paid at straight-time rates during the Benefit Period and paid out as lump sums. It is understood that the Benefit does not form part of base pay although all usual deductions will be made. The Benefit will be paid in bimonthly instalments in the last pay period of every other month. Each hour paid at straight-time rates will be multiplied by the applicable amount associated with an Eligible Employee’s wage rate at the time of calculation, as follows:

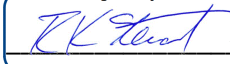
ECE	ECE Senior	Amount
\$26.65 and above	\$30.93 and above	\$1.00
\$25.65 - \$26.64	\$29.93 - \$30.92	\$1.50
\$24.65 - \$25.64	\$28.93 - \$29.92	\$2.00
\$23.65 - \$24.64	\$27.93 - \$28.92	\$2.50
\$22.65 - \$23.64	\$26.93 - \$27.92	\$3.00
\$21.65 - \$22.64	\$25.93 - \$26.92	\$3.50
\$20.65 - \$21.64	\$24.93 - \$25.92	\$4.00
\$19.65 - \$20.64	\$23.93 - \$24.92	\$4.50
\$18.65 - \$19.64	\$22.93 - \$23.92	\$5.00
\$17.65 - \$18.64	\$21.93 - \$22.92	\$5.50
\$16.65 - \$17.64	\$20.93 - \$21.92	\$6.00
	\$19.93 - \$20.92	\$6.50
	\$18.93 - \$19.92	\$7.00

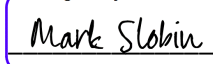
The above wage rates include any ECE Wage Enhancements paid to employees in addition to their base wage rates. For example, if an Eligible Employee’s base wage rate is \$22/hour and they are also receiving a \$4/hour Wage Enhancement under the government’s ECE *Strategy*, their effective wage rate for the purpose of calculating this Benefit is \$26/hour and the Eligible Employee would be entitled to the Benefit based on \$1.50 per paid hour.

- At the conclusion of the Benefit Period, defined in Paragraph 2, this Agreement expires and will be of no further force or effect.
- The Benefit payments originate from a finite Fund (the “Fund”). Once the Fund is depleted, no further payments shall be required to be made by any Employer, even if the Benefit would otherwise be payable during the Benefit Period.

**Agreed to on May 7, 2024 and revised on March 28, 2025, November 3, 2025, and on May 12, 2026.**

**Signed by:**

**The CSSBA**  
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 May 12, 2026

**The CSSEA**  
 Signed by:  
  
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