

## EARLY LEARNING AND CHILD CARE CIRCULAR

**Date:** June 6, 2022

**CIRCULAR NUMBER:** ELCC-2022- 11

**To:** All licensed child care centres, homes and nursery schools, Early Learning and Child Care Division

**Subject:** Wage Bridge Benefit

**Effective Date:** June 3, 2022

<b>Type:</b>	<input type="checkbox"/> Policy	<input checked="" type="checkbox"/> All Facilities	<input type="checkbox"/> Action Required
	<input type="checkbox"/> Procedure	<input type="checkbox"/> Centres	<input type="checkbox"/> Information Only
	<input type="checkbox"/> Licensing	<input type="checkbox"/> Nursery Schools	
	<input checked="" type="checkbox"/> Financial	<input type="checkbox"/> Family/Group Homes	
	<input type="checkbox"/> Subsidy		

This circular is being sent to all licensed early learning and child care (ELCC) centres and nursery schools advising of the upcoming Wage Bridge Benefit.

The Manitoba government understands that a trained and well-compensated ELCC workforce is essential for the delivery of high quality child care services. On February 22, 2022, the four-year Canada-Manitoba ELCC Agreement (2021-2025) was signed, including a one-time funding targeted toward the recruitment and retention of Manitoba’s ELCC workforce.

The Wage Bridge Benefit provides a pay increase for Early Childhood Educators (ECEs) and Child Care Assistants (CCAs) in funded non-profit child care facilities from October 1, 2021 – June 30, 2022, based on provincial averages.

### **Eligibility & Funding Disbursement**

#### **For Centres:**

To be eligible centre staff must be classified, hold a position as described below, and earn less than the hourly wage identified from the period of **October 1, 2021 – June 30, 2022**.

- Trained CCA (completed 40-hour course) earning less than \$13.11
- ECE II – Under two (2) years of experience, earning less than \$16.58
- ECE II – More than two (2) year of experience, earning less than \$20.90
- ECE III earning less than \$22.29
- ECE’s in supervisory and management positions earning less than \$23.32

Facilities will receive a lump-sum payment to cover any eligible staff earning less than the provincial averages.

Payments issued to centres include 10 per cent for staff benefits.

It is up to the facility to determine the actual amount of pay employees are eligible to receive.

Examples:

- An ECE II with less than two years of experience and is paid \$16.00 per hour, is eligible for a Wage Bridge Benefit of an additional \$.58 per hour, for every regular hour worked or scheduled to work, between October 1, 2021 – June 30, 2022.
- An ECE III that works on the floor and is paid \$21.00 per hour, is eligible for a Wage Bridge Benefit of an additional \$1.29 per hour, for every regular hour worked or scheduled to work, between October 1, 2021 – June 30, 2022.
- An ECE II that works on the floor with more than two years of experience and is paid \$21.00 per hour, is not eligible for a Wage Bridge Benefit, as they are earning more than \$20.90 per hour.

### **For Family/Group Child Care Homes and Nursery Schools:**

Home-based child care providers with an ECE II or III classification will receive a payment to support a wage increase, equivalent to 12 per cent of their approved 2021/22 operating grant.

Home-based child care providers not classified as an ECE will receive a payment to support a wage increase equivalent to 10 per cent of their approved 2021/22 operating grant.

Nursery school providers will receive a payment to support a wage increase, equivalent to 12 per cent of their approved 2021/22 operating grant to increase staff wages to the levels outlined above. Payments to nursery schools include 10 per cent for benefits.

### **Additional Details:**

Funding for the Wage Bridge Benefit were beginning to be disbursed the week of May 30, 2022.

If your facility has eligible staff that earn less than the hourly wages outlined above, and does not receive the Wage Bridge Benefit; or if you received the Benefit and it does not cover all your eligible staff, please contact your Child Care Coordinator by June 10, 2022, who will confirm eligibility and assist you to ensure all eligible staff receive the Benefit.

For other inquiries about the Wage Bridge Benefit, email [cdcinfo@gov.mb.ca](mailto:cdcinfo@gov.mb.ca) or call Child Care Information Services at 204-945-0776 or toll-free: 1-888-213-4754.

We recognize and value the skills and experience of the ELCC workforce, and appreciate your continued dedication to your profession.

Early Learning and Child Care