

## **Early Learning and Child Care Operating Grant Increase and Wage Grid – Frequently Asked Questions Circular #: 2022-12**

### **1. Why is addressing child care sector wages important?**

A well-compensated workforce is essential to stabilize and strengthen the early learning and child care (ELCC) sector and is a critical step in addressing labour market shortages. It also supports the retention of current staff and will support recruitment of new individuals to the early childhood educator career path.

### **2. What do we know about the wages for ELCC positions in Manitoba?**

As each child care facility is a separate business that independently determines its staff's wages, there is a large range of wages throughout the sector, depending on which facility an individual works at as well as their position and classification.

### **3. What led to the development of the Wage Grid?**

The development of a Wage Grid is a commitment made by provinces and territories when entering into Canada-Manitoba Canada-Wide ELCC Agreements. The terms of the Agreement required Manitoba to implement a Wage Grid in its first two-year Action Plan to support quality of services, recruitment efforts and retention of a trained workforce.

For more information about the Canada-Manitoba Canada Wide Early Learning and Child Care Agreement, visit: [www.canada.ca/en/early-learning-child-care-agreement/agreements-provinces-territories/manitoba-canada-wide-2021.html](http://www.canada.ca/en/early-learning-child-care-agreement/agreements-provinces-territories/manitoba-canada-wide-2021.html)

### **4. How did the Manitoba government develop its Wage Grid?**

In developing its Wage Grid, the Manitoba government considered the range of wages currently offered in the ELCC sector to comparable wages paid in the public service requiring similar qualifications and any potential increases to the provincial minimum wage.

### **5. What are the goals of the Wage Grid?**

The Wage Grid provides funded facilities with guidance on wages for early childhood educators (ECEs) and child care assistants (CCAs) to promote fair, competitive and consistent wages throughout the province to help retain qualified, experienced staff and drive recruitment efforts.

### **6. Can we anticipate changes to the Wage Grid in the future years?**

The current 2022/23 Wage Grid serves as a foundation and first step to moving forward with the development of a more comprehensive grid containing a full wage scale through future Action Plans. Sector consultations will be an important part of this work including the information and feedback provided by the Minister's Consultation Table and sub-committee.

**7. What do we do if we cannot provide increased wages immediately?**

Board of directors may require time to review and implement the Wage Grid, however salary increases must be provided retroactively to July 1, 2022.

**8. Can our facility pay higher wages than outlined in the Wage Grid for a position/classification?**

Yes. Higher wages may be paid based on an employee's position and classification as well as your facility's salary scale, if the increased expenditures for staff wages can be accommodated within your facility's operating budget. The wage grid targets are guidance for boards to begin offering wage levels from a common baseline to ensure greater consistency throughout the sector.

**9. Where would CCAs who are in their first year of employment and have not yet completed the required 40-hours of ECE-related training fall in the wage grid?**

Until they complete their 40-hours of ECE-related training, CCAs could be paid the provincial minimum wage. Your facility may pay more than the provincial minimum wage if your operating budget permits.

**10. Does our centre need to submit a Supplemental Budget Schedule form that outlines changes to revenue and expenditures for staff wages that differ from our current Centre Annual Operating Budget submission?**

No. Information related to costs of increasing staff wages through increased operating grant funding should be reflected in your facility's annual audited financial statement and then future annual budget submissions.

**11. Who can I contact for more information?**

For additional inquiries, please contact your Child Care Coordinator or 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.