

2022/23 Early Learning and Child Care (ELCC) Wage Grid Frequently Asked Questions

Increased Grant Funding

- 1) According to the Child Care Regulations, the maximum grant rate increase was effective April 1, 2022. Why are facilities not receiving it until July 1, 2022?**

All provincial grants are discretionary. Schedule A and Schedule B under Child Care Regulation 62/86 were amended on April 1, 2022 in preparation for implementing the Wage Grid initiative and providing the Wage Grid Operating Supplement on July 1, 2022.

- 2) How is the grant amount and grant increase calculated for a facility?**

To calculate an annual operating grant, the number of funded spaces is multiplied by the grant rate for that space type. The grant amounts for each type of space are then added together for the grant total for 12 months of operation.

If a facility does not operate 12 months per year, divide the annual amount by 12 and multiply by the number of open months to calculate an estimated grant amount.

To calculate the amount of the July 1, 2022 Wage Grid Operating Supplement, subtract the previous grant amount from the current grant amount.

Maximum Grant Rates for Centres Annual amounts per approved funded space					
Space Type	Infant	Preschool	School Age	Nursery School 1 to 5 sessions per week	Nursery school for each additional session up to 10 per week
Prior to July 2022	\$11,375	\$4,180	\$1,664	\$1,045	\$209
After July 1, 2022	\$13,676	\$5,331	\$2,277	\$1,495	\$299

- 3) Did the funding increase take into consideration the extra costs associated with payroll, such as Employment Insurance, Workers Compensation, Canada Pension Plan and health benefits?**

The increased funding may be used to support other salary-related costs that have increased due to higher wages, such as Employment Insurance, Canada Pension Plan, Workers Compensation and benefits.

The exception would be employers' pension plan contributions as these continue to be funded separately under the *Pension Plan Contribution: Reimbursement* program.

- 4) How many years is the funding increase guaranteed for?**

The Wage Grid Operating Supplement to increase operating grants was supported through funding from the province and through the Canada-Manitoba Canada-Wide ELCC Agreement.

The 2022/23 Wage Grid is the first step to moving forward with the development of a more comprehensive wage scale under future Manitoba ELCC Action Plans.

As with all grant funding, the levels and amounts are regularly reviewed and included on the child care regulation. Additionally, all grants are discretionary. This has always been the case since the inception of operating grants over 20 years ago and this has not changed.

5) Does the increased funding have to be spent solely on wage increases or can a portion of the additional funding be spent on other expenses?

The increased funding through the Wage Grid Operating Supplement provides facilities with an on-going revenue supplement directed at increasing staff wages. The two revenue streams of parent fees and grant funding were considered in the development of the Wage Grid.

The expectation is that approximately 80 percent of a centre's expenditures are directed towards staff wages. If a facility is meeting the *Starting Point* and *Target* average hourly wages on the grid and has surplus revenue after 80 percent has been allocated to wages, a board can decide how to use that surplus revenue.

For example, a facility may want to increase expenditures on programming and equipment, provide a cost of living increase to all staff and/or hire additional staff to enhance staff to child ratios.

6) How is the ELCC Division going to ensure the increased funding goes to staff wages?

Future operating budget submissions and annual financial statements will be reviewed to verify that *Starting Point* and *Target* average hourly wages on the grid are being paid to staff for their positions and classifications, and the additional grant revenue is being used to increase wages.

7) Previously nursery schools submitted a *Nursery School Operating Grant Application*. Are funded nursery schools now required to submit an annual operating budget?

Yes, additional information is required to ensure financial accountability following the implementation of the nursery school single funding model in January 2021 as well as the recent increased funding.

Financial statements continue to be required for nursery schools; however, they do not need to be audited as is required for centres.

Implementation of the Wage Grid

1) Is there an expected deadline for new salary scales based on the grid guidance to be in place?

As boards of directors may require time to review and implement the wage grid, the expectation is that pay increases will be provided to staff retroactively to July 1, 2022.

The *Targets* are a target average wage for each position and classification type. As there is such a range of wages throughout the province, the average targets allow some flexibility for boards to offer higher wages to staff who are currently making them or offer higher wages to other staff in the facility. Based on the current grant funding, there are sufficient funds for a facility to increase their wages if they are already meeting the *Target* average hourly wage listed on the grid for each position and classification type.

The expectation is that new salary scales with wages that meet at least the *Starting Wage* and *Target* averages on the grid for the position and classification are effective July 1, 2022.

2) Why did the government not use the Manitoba Child Care Association (MCCA) Market Competitive Salary Guidelines Scale?

The Manitoba government considered the current range of ELCC sector wages and public service wages when developing the 2022/2023 ELCC Wage Grid.

The Canada-Wide ELCC Agreement is moving Manitoba and the rest of Canada towards a publically funded system. The MCCA scale is based on market wages, not public wages. For this reason, public service wages for comparable positions requiring similar qualifications, specifically the LS series used for educational assistants and the HS series for health and social services positions, were considered. You can view public service wage scales online at <https://www.gov.mb.ca/csc/labour/salary/salary.html>.

3) Many CCAs are university students who meet the 40-hour course requirement and are hired full time under summer job grant programs. Are they to be paid at the Starting Point of \$16.05 as of July 1?

Staff hired under summer grant programs should be paid at the wage rates that were indicated on the approved grant application.

If a summer grant employee becomes a regular employee after the summer, they should be placed on your new salary scale. They would be eligible for retroactive pay as of the date when they become a regular employee, not while working under the summer grant program.

4) Is there going to be an increase to the salaries covered by the Inclusion Support Program (ISP) staffing grant?

Facilities do not need to submit new ISP staffing grant applications to increase the hourly wages for staff hired under this program. Approved grant amounts are being adjusted by the ELCC Division for staff whose hourly wage is less than \$16.05.

Facilities are able to claim \$16.05 for staff hired under the staffing grant effective July 1, 2022. However, boards may want to consider providing the approved higher wage rate to ISP staff at the same time that wage increases are implemented for other staff with retroactive pay back to July 1, 2022.

5) Can the board establish a salary scale for CCA-in-training?

Yes, a board may choose to establish a wage range for CCAs who are actively pursuing their ECE education. A board may want to place a CCA-in-training in a range between a CCA with the basic 40-hour training requirement and an entry level ECE.

Please note: To be considered a CCA in training in support of a staff plan/exemption request submitted to the ELCC Division, the employee must be completing approximately six courses/18 credits per year in a recognized ECE program. It is an expectation that the facility has a training contract with the employee, which outlines the start and end date of the training leading to their certification as an ECE II.

6) If a CCA has not completed their 40-hour training requirement, do they receive a wage increase?

The lowest level listed on the grid is a CCA with their 40-hour training to provide an incentive for individuals coming into the system to complete the 40-hour course within their first year of employment as required in the Child Care Regulation.

The starting wage for a CCA without their 40-hour training is at the discretion of the board, but it may range from the current minimum wage up to the *Starting Wage* of \$16.05 for a CCA who has completed their 40-hour training.

7) How does a board recognize ECEs and CCAs with many years of service?

There are many CCAs and ECEs employed in the ELCC sector who have provided quality services to children and families for many years.

Salary scales have a defined number of levels ranging from lower wage to higher wage levels, where long-term employees may be placed by the board. For example, salary scales in the public service have five to seven levels. Once an employee reaches the highest level after being employed for five or seven years, their wage remains the same unless there is an increase to the wages within each level.

The *Starting Points* and *Targets* on the grid are provided to guide boards to begin offering wage levels from a common baseline to ensure greater consistency throughout the ELCC sector. Higher wages may be paid based on an employee's position and classification to give some recognition to long-term staff, if higher wages can be accommodated within a facility's operating budget.

8) What does a board do if ECEs or CCAs earn more than the target wage rates on the Wage Grid?

The wages on the grid are provided to guide boards to begin offering wage levels from a common baseline to ensure greater consistency throughout the ELCC sector. The *Targets* are a target average wage for each position and classification type.

A reduction in wages for individual employees is not the intention of the Wage Grid. Higher wages may be paid based on an employee's position and classification to give some recognition to long-term staff, if higher wages can be accommodated within a facility's operating budget.

If an employee's wage is considerably higher for their position and classification compared to wages on the grid and/or the facility's revised salary scale, boards can make a plan about how to bring those wages into line. For example, in the public sector, an employee may be red-circled, meaning that an employee's salary does not increase further until the salary scale for that position and classification catches up.

9) Will there be consideration for future grids to further increase wages and consider the length of time staff have been working in the sector?

The Manitoba government is committed to improving quality and supporting the recruitment, retention and growth of the ELCC workforce.

The 2022/2023 ELCC Wage Grid in Manitoba's first two-year Action Plan under the Canada-Manitoba Canada-Wide ELCC Agreement is being implemented to increase sector wages. This initiative is first step to ensuring fair and similar wages across the non-profit sector throughout the province, in order to move towards the development of a more comprehensive wage scale containing elements such as years of experience.

A second Action Plan will be negotiated and developed for 2023/2024. Changes to the Wage Grid will be informed by consultations with the ELCC sector and feedback provided by the Minister's Consultation Table and sub-committees, and other stakeholder groups.

10) Is the implementation of the Wage Grid relevant to all licensed programs or only to the non-profit programs?

For-profit child care centres may wish to examine their current fee rates to see if increases are feasible in their current market, in order to increase staff wages and stay competitive.

Private owner operators may want to reach out to their Child Care Coordinator if they would like information about becoming a non-profit organization, or need assistance in doing a revenue comparison.