

APRIL 1, 2022 GENERAL WAGE INCREASE (GWI) AND LOW WAGE REDRESS (LWR) AND APRIL 1, 2023 GENERAL WAGE INCREASE (GWI) AND COST-OF-LIVING ADJUSTMENT (COLA)

April 1, 2022 Low Wage Redress Distribution

The parties have agreed on the distribution of the April 1, 2022 Low Wage Redress (LWR), effective the first full pay period following April 1, 2022.

The agreement provides for the following wage increases:

- **All JJEP (non-Paraprofessional) classifications** will receive 2.54% LWR, \$0.25/hour flat rate increase, and 3.24% GWI.
- **All JJEP (non-Paraprofessional) classifications** will also receive an additional 1.4% LWR at Step 1.
- **Paraprofessional classifications that are already paid at the same rate as the health sector** will receive the \$0.25/hour flat rate increase and 3.24% GWI. This includes the following classifications:
 - Licensed Practical Nurse (LPN) and Licensed Practical Nurse Supervisor
 - Infant Development Consultant
 - Supported Child Care Consultant
 - Occupational Therapist and Occupational Therapist Supervisor
 - Physiotherapist and Physiotherapist Supervisor
 - Nurse and Nurse Supervisor
 - Speech Language Pathologist (SLP) and Speech Language Pathologist Supervisor
 - All Paraprofessional classifications in Grid 16-P, except Dietitian*.
 - All Paraprofessional classifications in Grid 17-P, 18-P, 19-P, and 20-P.
- The following Paraprofessional classifications will receive additional Low Wage Redress (LWR):
 - Paraprofessional classifications in Grid 13-P.
 - Paraprofessional classifications in Grid 14-P, except Infant Development Consultant and Supported Child Care Consultant.
 - Paraprofessional classifications in Grid 15-P.
- The total percentage increases (including LWR, flat rate increase, and GWI) for Paraprofessional classifications are summarized in the table below:

Grid Level	Classification	Step 1	Step 2	Step 3	Step 4
13-P	All 13-P Classifications	4.03%	6.95%	9.54%	11.82%
14-P-IDP	Infant Development Consultant	3.99%	3.96%	3.92%	3.87%
14-P-SCD	Supported Child Care Consultant	3.99%	3.96%	3.92%	3.87%
14-P	All Other 14-P Classifications	3.99%	5.34%	6.57%	7.60%
15-P	All 15-P Classifications	3.96%	4.98%	5.83%	6.62%
16-P	All 16-P Classifications	3.92%	3.87%	3.82%	3.80%
16-P-OT	Occupational Therapist	3.92%	3.87%	3.82%	3.80%
16-P-PT	Physiotherapist	3.89%	3.84%	3.81%	3.78%
16-P-RN	Nurse	3.90%	3.85%	3.80%	3.78%
17-P-OT	Occupational Therapist Supervisor	3.90%	3.85%	3.80%	3.78%
17-P-PT	Physiotherapist Supervisor	3.83%	3.80%	3.75%	3.73%

17-P-RN	Nurse Supervisor	3.89%	3.86%	3.84%	3.79%
17-P-SLP	Speech Language Pathologist	3.87%	3.84%	3.81%	3.78%
18-P-SLP	Speech Language Pathologist Supervisor	3.89%	3.84%	3.78%	3.74%
17-P	All 17-P Classifications	3.84%	3.79%	3.75%	3.71%
18-P	All 18-P Classifications	3.82%	3.77%	3.72%	3.69%
19-P	All 19-P Classifications	3.77%	3.73%	3.69%	3.66%
20-P	All 20-P Classifications	3.92%	3.87%	3.82%	3.80%

*Grid 16-P Dietitian be changed to Grid 16-P-RD and no LWR or GWI will be applied on April 1, 2022 to keep in line with the equivalent classification in the Health Science Professionals (HSP) wage schedule.

- This position was reclassified from Grid 15-P Nutritionist to Grid 16-P Dietician for the April 1, 2021, LWR increases and exceeded the wage rate of its comparator in HSP in error. On April 1, 2021, 16-P Dietician reached the April 1, 2022 wage rate of its comparator in HSP.
- To correct the error, no wage adjustments will apply to the 16-P Dietician job classification for April 1, 2022, and the 6.75% GWI will be applied for April 1, 2023 to keep in line with the Health Science Professionals (HSP) wage schedule.
- As a result, incumbents will be red-circled at the April 1, 2021 wage rate (\$46.15 at Step 4), and receive retroactive pay to April 1, 2022 equivalent to 50% of the GWI (\$47.03 at Step 4). They will no longer be red-circled on April 1, 2023 when the wage rate exceeds the red-circled rate.

April 1, 2023 Preliminary Wage Grid

The April 1, 2023 preliminary wage grid includes all known increases (5.5% GWI and 1.25% COLA) effective April 1, 2023. Further adjustments will be made once the Health Sector Wage Comparability increases are finalized, which can include retroactive increases to April 1, 2023.