

2018 Wage Enhancement Frequently Asked Questions for Child Care Staff

General Information

Q What is wage enhancement?

A The Wage Enhancement Grant is an initiative by the Province to support a wage increase in the licensed child care sector of up to \$2 per hour, plus 17.5 percent benefits. The Grant is designed to benefit child care program staff, help retain Registered Early Childhood Educators (RECEs), and close the wage gap between registered early childhood educators working in full-day kindergarten (FDK) programs and child care professionals in licensed child care settings.

Q How do I apply for wage enhancement?

A Your employer is responsible for applying on your behalf. You do not need to apply.

Q How do I know if I am eligible for wage enhancement?

A To be eligible for wage enhancement in 2018, you must be employed in a licensed child care **position** that:

- Has an associated base wage excluding year one's wage enhancement of less than \$25.07 per hour (i.e., \$2 below the wage cap of \$27.07); and
- Is counted toward adult to child ratios under the Child Care Early Years Act, 2014 (CCEYA).

Q Is it the position or the individual staff that is eligible for wage enhancement?

A Wage enhancement is **based on positions**, not staff/employees.

Q How much can I expect to receive in wage enhancement? Do I receive wage enhancement for all the hours that I work?

A You will receive up to \$2 per hour for the hours that you work(ed) in 2018. However, there are certain times you may not receive wage enhancement from your operator, even if you are paid. This includes:

- Sick time;
- Closure days (e.g., extreme weather);

- Training and professional development; and
- Off-site or after-hours meetings.

Eligible Positions

A Are supervisors eligible for wage enhancement?

A Yes, supervisors are eligible for wage enhancement. Supervisors who qualify are eligible to receive wage enhancement for 100 percent of the time they are working in a licensed child care setting, regardless of the amount of time they are working directly with children.

Q Are assistant supervisors eligible for wage enhancement?

A Assistant supervisors are eligible for wage enhancement if they work in a position that can be counted towards ratio for at least 25% of the day and meet the other eligibility criteria. However, they will only receive wage enhancement for time spent in program and not time in administrative or other positions.

Q Are casual staff, supply staff and/or part-time employees eligible for wage enhancement?

A Yes, casual staff, supply staff and part-time employees are eligible for wage enhancement, so long as they meet the other eligibility requirements and can be counted towards ratio.

Q Are student positions eligible for wage enhancement?

A Student positions are only eligible for wage enhancement if they are considered part of the CCEYA ratio requirements for licensing and meet the other eligibility requirements. Otherwise, student positions are not eligible for wage enhancement.

Distribution

Q How will I receive wage enhancement?

A Your employer is responsible for distributing wage enhancement to you. Wage enhancement will be paid to you on each pay cheque by your employer.

Q How do I know that my centre will give me 100% of my wage enhancement?

A Your employer must clearly indicate to you the portion of funding that is being provided through wage enhancement. It will be labeled on your paycheque, insert, or other document as “Provincial child care wage enhancement”.

Also, your employer is required to attest to Children's Services, Region of Waterloo that they have provided 100% of wage enhancement funding to eligible child care staff. If you have any concerns regarding an operator's use of wage enhancement, please contact Children's Services, Region of Waterloo at 519-575-4757, ext. 5483.

Other

Q If I take a job with a with a different child care centre in 2018, will the wage enhancement amount follow me to the new child care centre?

A If your new position is part of the eligible positions at your new child care centre, and your operator has applied for wage enhancement, then you should receive wage enhancement at your new centre.

Q I am entitled to a raise in 2018 based on my centre's salary grid. Will the wage enhancement be paid to me on top of the level I will be at on the salary grid?

A Yes, the wage enhancement funding will be provided to you on top of your existing pay, so long as your rate of pay does not exceed the eligibility cap of \$27.07 per hour.

Q If I leave my job in 2018, am I eligible for wage enhancement for the time that I worked in 2018?

A Yes. If you were in a position that was deemed eligible for wage enhancement grant funding then you are eligible to receive wage enhancement for the hours that you worked in 2018. We recommend that you contact your former employer for more information on how you can receive wage enhancement.

Q Who do I contact if I have questions about wage enhancement?

A If you have questions about wage enhancement you can email chsfunding@regionofwaterloo.ca or call 519-575-4757 ext. 5483.