



Hamilton

**CANADA WIDE EARLY LEARNING  
AND CHILD CARE  
LICENSEE FUNDING INFORMATION  
SESSION**

May 9 or May 10, 2023

Healthy and Safe Communities  
Children's and Community Services Division

# Land Acknowledgement

The City of Hamilton is situated upon the traditional territories of the Erie, Neutral, Huron-Wendat, Haudenosaunee and Mississaugas. This land is covered by the Dish With One Spoon Wampum Belt Covenant, which was an agreement between the Haudenosaunee and Anishinaabek to share and care for the resources around the Great Lakes. We further acknowledge that this land is covered by the Between the Lakes Purchase, 1792, between the Crown and the Mississaugas of the Credit First Nation.

Today, the City of Hamilton is home to many Indigenous people from across Turtle Island (North America) and we recognize that we must do more to learn about the rich history of this land so that we can better understand our roles as residents, neighbours, partners and caretakers.

# 2023 CWELCC Funding Components:

- Fee Reduction
- Cost Escalation
- Workforce Compensation

# Workforce Compensation Funding:

## Workforce Compensation for Eligible RECE Staff:

- support recruitment and retention of Ontario's child care workforce through improved compensation for eligible RECEs.

## Minimum Wage Offset Funding for Eligible Licensees:

- to offset wage increases for non-RECE staff associated with the increased minimum wage that came into effect October 1, 2022

# CWELCC Workforce Compensation Funding for RECE staff

- Funding will be provided to support the incremental amount required to increase the wages for eligible RECE staff and to bring RECE staff wages to the wage floor.

## There are two streams of Workforce Compensation funding:

- Annual Increase (AI)
- Wage Floor (WF)

### Benefit Component:

Workforce funding approvals also include 17.5% additional funding for Licensees (not to be paid directly to staff) to offset statutory benefits required as determined by law (e.g., vacation days, statutory holidays, Canada Pension Plan, Employment Insurance, Workplace Safety and Insurance Board and Employer Health Tax)

# Annual Increase (AI)

On January 1<sup>st</sup> of each year, from 2023 to 2026



Licensees are required to:

- ✓ Increase the hourly wage of eligible staff by \$1 per hour

To be eligible for the \$1 per hour annual increase between 2023-2026, the staff's wage must be less than \$25 per hour (ie the Base Wage + WEG funding + AI funding cannot exceed \$25.00/hour).

# Wage Floor (WF)

Licensees are required to:



- ✓ Ensure the hourly wage of eligible RECE staff meet the minimum wage requirement for RECEs (wage floor) as outlined below:

	2022	2023	2024	2025	2026
Registered Early Childhood Educator (RECE)	\$18	\$19	\$20	\$21	\$22
RECE Child Care Supervisors/ RECE Home Child Care Visitors	\$20	\$21	\$22	\$23	\$24

If a RECE earns less than the wage floor (including employer paid wages, WEG and AI), CWELCC Wage Floor (WF) funding will be provided to increase the hourly rate to the wage floor.

# Eligibility Criteria for AI and WF Funding

## ➤ Eligible Staff (must be in receipt of WEG funding)

- RECE Program Staff
- RECE Child Care Supervisor
- RECE Home Child Care Visitor

## ➤ Ineligible Staff:

- Cook, custodial and other non-program staff positions
- SNR-funded resource teachers/consultants
- Non-RECE staff
- Staff hired through a third party (i.e., temp agency)

**Exception:** If a RECE non-program staff spends at least 25% of their time to support ratio requirements as outlined in the CCEYA, the staff would be eligible for the WFC for the hours they are supporting the ratio requirements.



# Determining Hourly Wage :

- Licensees must pay employees a base wage of at least \$15.50 per hour (minimum wage as of Oct 2022)
- **Base wage** is the hourly wage paid to the employee, by the employer, prior to any wage supplements such as General Operating Grant (GOG), Wage Enhancement Grant (WEG), Annual Increase (AI) & Wage Floor (WF)
- **NEW in 2023!** “Associated Base Wage” is the hourly wage used to determine eligibility for both Provincial Wage Enhancement Grant (WEG) and CWELCC Workforce Compensation and does not include General Operating Grant (GOG) contributions.
- The change is effective January 1, 2023

## Potential Impact to the new Associated Base Wage Definition:

- More employees eligible for WEG, AI and WF funding
- Higher employee wages

# Order of Operations

The order of operations for determining RECE eligibility for CWELCC Workforce Compensation and Provincial Wage Enhancement (WEG) funding is:

1. Base wage paid by the employer (not including GOG)
2. WEG up to \$2 per hour (to the 2023 wage cap of \$28.59 per hour)
3. CWELCC Annual Increase (AI) of \$1 per hour (up to the wage cap of \$25 per hour)
4. CWELCC Incremental Wage Floor (WF) funding (\$19/hour for Educators and \$21/hour for Supervisors and Home Visitors)
5. General Operating for Wages (GOG) wage contributions (as applicable)

# Examples

Position	Base Wage / hr	WEG / hr (to max of \$28.59/hr)	AI / hr	WF / hr	Total Wage / hr
RECE Program Staff	\$15.50	\$2.00	\$1.00	\$0.50	\$19.00
RECE Program Staff	\$18.00	\$2.00	\$1.00	Ineligible (above \$19.00)	\$21.00
RECE Program Staff	\$23.00	\$2.00	Ineligible (at \$25.00)	Ineligible (above \$19.00)	\$25.00
RECE Supervisor or RECE Home Visitor	\$17.75	\$2.00	\$1.00	\$0.25	\$21.00
RECE Supervisor or RECE Home Visitor	\$22.25	\$2.00	\$0.75 (partial to cap of \$25.00)	Ineligible (above \$21.00)	\$25.00
RECE Supervisor or RECE Home Visitor	\$23.50	\$2.00	Ineligible (above \$25.00)	Ineligible (above \$21.00)	\$25.50

# Financial Accountability

- Retroactive CWELCC Workforce Compensation funding payments to January 1<sup>st</sup> must be made to eligible employees
- CWELCC Workforce Compensation funding must be identified separately on employee paystubs
- As new staff are hired, licensees are required to share, in writing, information about the wage floor and annual wage increase with eligible staff
- Funding is provided for both WEG and CWELCC Workforce Compensation as cashflow based on projections from the 2022 WEG Reconciliation if additional funding is required, contact the Child Care Contract Analysts
- A mid-year reconciliation will be required to confirm funding distribution for the time period January 1 to June 30, 2023
- All projections will be reconciled to actuals in January 2024

# Questions

[CWELCC@hamilton.ca](mailto:CWELCC@hamilton.ca)

1. What do we do if our payroll system cannot accommodate so many different line items on the pay stub?
2. Do we only pay AI and WF for hours spent in-program?
3. Our centre has a cook who is a RECE and works in program, is this employee eligible?
4. What if a Supervisor only spends 25 percent of their time working directly with children? Does that mean they are only eligible for the hours they are working in program?
5. Our centre has an employee who left in March 2023. Do we have to pay them for the hours retroactively even though they are no longer employed?
6. Are employees working in a school-age program not eligible for workforce compensation funding?
7. What if our centre's Workforce Compensation funding approval is not enough for the year?
8. What are the reporting requirements expected of licensees for the Annual Increase and Wage Floor Funding?
9. Are the 17.5% benefits to be distributed to staff?