

July 7 Webinar Boards- Wage Grid

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Carmen Zubin

Good evening everyone, my name is Carmen Zubin and I'm a child care coordinator with the Early Learning and Child Care Program, thank you for joining us for this evening's webinar on the implementation of the wage grid for board of directors as outlined in the Manitoba action plan under the Canada Manitoba Canada Wide ELCC Agreement. This evening's webinar will be presented by Michelle Stephen Wiens the Executive Director of the Early Learning and Child Care Program. After the webinar, we will have some time for questions so you'll see at the bottom of your screen a Q&A speech bubble, please submit your questions here, do not submit questions to the chat bubble, as we will be unable to answer those. We will try to answer as many questions as we can and ELCC staff are onsite to document questions that are submitted for review in the event that we do not have time to answer them all. I'm going to turn it over to Kathy for some housekeeping and then Michelle will begin the presentation.

Kathy Rogozik

Hi everybody, we just wanted to share a little bit, if you have any technical difficulties with your audio, so if you do experience some you could go to the bottom button here, where it says mute or unmute and click the little arrow until this pops up and you go to your audio settings. And then another box is going to pop up and it will show you your audio, if you go down here you're able to select to suppress your background noise, it will most likely be the auto so please choose medium, so you can filter all that out. And up here you're able to adjust your speaker volume, so you can hear better, again it's sometimes defaults to the lowest setting. So if you do experience any issues, please do let us know through the chat box, thank you.

Michelle Steven Wiens

Okay welcome board members, I'm Michele Stephen Wiens and I'm the Executive Director for the Early Learning and Child Care Program. I'm really excited to have this opportunity to speak with you this evening, this is only our second time that we're having a webinar exclusively for board members and we are very excited about this. I spoke about this at our July 5th webinar and we're hoping that this goes very well and then it's incredibly helpful for you and we're really hopeful that we can do these types of webinars in the future, because there is so much happening in the early learning and child care sector and a lot of responsibility coming to board members and we do fully acknowledge that and so we're hoping that we can connect with you more often and in a more effective way.

On that note, a little bit of housekeeping on my behalf, so to invite you to these webinars we really rely on the board contact list that's contained in Child Care Online. And as we were setting up this webinar we did notice that perhaps a lot of the contact information that is on child care online for the members isn't quite accurate, so I want to ask you just a little bit of a favor if you could check with the Director of your facilities, make sure they have your most recent contact information, particularly your email address and ask them to update that on the child care online system and that way for future webinars we know that we will be able to reach everyone that we possibly can. We want to have these types of events open up for all board members, and this is the best way to do so.

So tonight's webinar and presentation is really designed and was set up exclusively for board members, were doing something similar for the directors of the facilities, but we realized that the questions and to have the ability for board members to in a safe environment asked some very candid questions that we needed two exclusive webinars one for directors and one for board members, so I know that that is a little bit different but to bring it all together for directors afterwards we are having a summary webinar for directors on July 15 where we'll give them some information

back about everything we discussed over both the webinars for directors and the themes coming out of our webinars with the board members so that invitation was sent out earlier today I think later in the afternoon, and so, if they have not seen it you could give your directors that you work with a little bit reminder that that invitation is there and we would certainly encourage them to register for that July 15.

You get one more little piece of business before we get on to the presentation we're sitting here and this room, the last evening webinar we had went quite well, but we, we never can predict when we may have some technical difficulties and they do happen on occasion. And so, if you're having problems hearing us or something else is going on, could you please let us know in the chat. So the Q & A is for questions, that chat is to communicate any kind of challenges to us during the webinar so that's a good way to distinguish what each of those bubbles is for. We want to be able to address those difficulties should they happen as quickly as possible and that might mean that we need to just go on mute to do some troubleshooting, hopefully we have a smooth evening that that will certainly help us all if you could let us know, we can't always hear how the webinar is going at our end so we'll have to rely on you a little bit to give us some feedback.

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So now with that I'm going to move on to the presentation, it is about implementation of the wage grid, hopefully what we talked about here will answer some of your questions, I anticipate that will also result in you having more questions which is great and that's why we'll have a Q&A session right after the presentation and hopefully we'll be able to walk away with a better understanding and for us this has been really helpful because I think we've been walking away understanding other things that we can do to help you and so just an example is after our first webinar with the board members on Tuesday evening we did come back from that realizing that a toolkit would be really helpful to you, so a lot of the things we talked about today and tonight and the examples we give and suggestions, we are going to pull that together in a toolkit and will be distributing that after we're finished all the webinars and hopefully you'll find that helpful.

So off we go with the presentation, so the Early Learning and Child Care wage grid, as was mentioned previously, was a commitment under the Canada Manitoba Canada Wide Early Learning and Child Care Agreement. That agreement was signed last summer in August and it's the big agreement that everyone talks about that puts \$1.2 billion of investment into Manitoba and their child care system over five years. So, although the agreement is for five years, the action plan within it right now, the first action plan is just for two years, so the agreements first year was in 2021-2022 and that was the first year of the action plan so actually at this point in time, we're in the second year of that initial action plan. So, although that sounds a little bit strange it actually works to our advantage because it allows us, the flexibility to make some changes. And our initial action plan was really just our first attempt of identifying some very foundational steps for moving forward on all the prior priorities that we wanted to cover off and now, having this ability to negotiate and develop a second action plan allows us to make the adjustments we may need to and that's really relevant as we talked about the wage grid. So you'll probably hear me talk about that theme a few more times this evening.

So the cost to implement the wage grid is for 22-23, so just this year, is \$37 million. \$34.7 million of that is coming from the Canada Manitoba agreement and those funds are dedicated to staff working with children under the age of seven. And the reason for that is the Canada Manitoba agreements are only allowed to fund child care for younger children, so generally from zero to six years of age, so as it relates to the wage grid, we want to in Manitoba, make sure that all our child care staff see a wage increase, so the province is also investing \$2.3 million of provincial funding for staff working in school age child care centers. So what this means is that all of our workforce and regulated child care staff are eligible or should be impacted by this wage grid.

So the purpose of the wage grid. We know that fair and equitable wages are really important for us, what we're hoping will be the result, is that it will assist Manitoba in delivering high quality early learning and childcare services, we know quality is impacted by the skill of our workforce and our ability to pay and attract and retain trained at ELCC staff, we're also hoping it will help stabilize and strengthen our sector and address some of our labor market shortages, now this isn't unique to ELCC right now, we know that there's labor market shortages in almost every sector that there is out there, but for early learning and childcare, we were having a bit of a struggle even pre-pandemic, which has become certainly more accentuated afterwards, so we're very hopeful that this will help in that regard.

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And now we have some we have some people working on a couple of the comments, but I think we'll be able to manage. And the other thing we're hoping the wage grid will do and the ability to offer fair and equitable wages that are more consistent across the province is to support the retention of our current staff. The pandemic really tested this as well as many of you are aware, and just like other sectors, the Early Learning and Child Care sector, many people make different decisions as a result of that pandemic experience regarding their work and career going forward. So we certainly want to retain the staff we have, they've been dedicated and passionate providing exceptional care to children and we want to see them being able to continue to do that, while we attract new and recruit new individuals into the career of early childhood education.

So, as you know, because you're all board members facilities operate as independent businesses and the boards of directors generally establishes staff wages, that's part of a board's responsibility as the legal entity of the business. So although that's a huge responsibility over time, what has happened across Manitoba is with all the different boards and the different facilities having their own wage scales, what's resulted is a very large range of wages across the sector and so that's been a real challenges we were planning for the wage rate itself because what we quickly became aware of is it was going to be very difficult to implement a full scale, so that's why we've ended up with the grid that we're going to talk about more today, which really is guidance for boards in developing scales and developing more common scales across the province.

So this bar grid gives you a little bit of an idea of what I was just talking about in terms of the really diverse range of wages being paid right now in this sector. So on that column on the side, those are actually the amounts per hour, so the wage per hour that are currently being paid or were paid in 2021. And at the bottom you'll see the different types of positions and classifications in the workforce that these wages are being paid to, so we collect this wage information, every year we do roll it up, as you know, there's some required reporting that comes into Early Learning and Child Care from facilities it's required because without it it's a condition of funding and so if we don't receive that that could impact funding. So we collect this information from the annual budgets that are submitted by facilities each year and then validate it in those annual audited financial statements we get at the end of the year, so that this is where this information is drawn from. And what you can see, is the red are the maximums that are being paid out there and then the green is our averages, blue is the minimum wages that are being paid, but what this really illustrates is the range and so when we look at our directors wages and an ECE 3 director, we have a maximum being paid out there to just under \$70 an hour and the minimum of being paid out there is about \$22 an hour our average is coming in around \$33- \$34 an hour. And then, when we look at the CCA and an untrained CCA we have our maximum out there being paid at about \$44 an hour and then we see the average for CCA's being more around that \$13 range, so this is why it's been really difficult and I know that many people were hoping we could do a full comprehensive wage scale and roll that out, but if we had done that, there would have been a lot of challenges in terms of those people making the higher wages, and so we had to find a solution for that.

So this is our solution and so what we're offering for facilities is a wage grid to create an operating supplement and what the supplement does is it provides facilities with ongoing revenue that is supposed to be directed exclusively to increasing wages or stabilizing wages. So the wage grid supplement is an amount that is going to be added to existing operating grants and so we'll talk about how we came up with the amounts, but the wage grid supplement was announced on June 27, it was noted on that day that it was effective as of July 1, 2022. And we've had lots of questions about that, because although it was effective, we didn't expect boards to instantly start paying these higher wages, we know that's going to take a lot of work and planning. But when you are ready to roll out your new wage scales and the new wages, we are asking that they be paid retroactive to the effective date of July 1.

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So the tables here, they give a good demonstration of the new operating grants and they've gone up quite significantly. So the new grant for an infant space is \$13,676 annually per space, the previous operating grant was \$11,375, just before July 1. So our new preschool grant is \$5331 and it used to be \$4081. And our school age grant is now \$2227 and it used to be pre July 1, \$1664. Nursery school is now up to \$1495 that's our base grant, nursery schools operate for those who are not board members of nursery schools, they operate a little bit differently in sessions so this is for any nursery school that offers one to five sessions per week and then they get an additional \$299 per space, per session if they offer more and they can generally offer up to 10 sessions per week. So the increases to the actual operating grant are quite significant, so what this means actually for a percentage increase is this results in a just over 20% increase for infants spaces, a 27.5% increase for preschool spaces, and a 36.8% increase for school aged spaces. And 43% of an increase for nursery schools, so this is probably the most significant increase your operating grant funding that has ever occurred since our unit funding model was established in about 2001 and I had to just look back at my historians in the room, with you to make sure I was getting that year right, but they gave me a head nod so I guess I did alright. So this is really quite an infusion of additional funds to support this initiative. And just, for an example I don't know there's likely nobody associated with homes on the call today, but just so we've made equivalent increases for home based providers as well that receive funding, and so, as you can see the infant space operating grant for them went up quite significantly as well to \$3709, there's a significant increase for them through their preschool spaces, as well as their school age spaces.

So our operating grants are developed around what we call the unit funding model, and these are based on the revenue per unit from both the grants, as well as parent fees and the unit is based on the child ratios that are established in regulation. So a unit for infants is four children, for preschool it's eight children, and for school age a unit is 15 children and what we do with the unit funding model is we look for the amount for each unit, the cost on each unit. And so previously before July 1, the cost for operating each unit was \$295 a day and now with this increase it will move up to \$330 per day. And so, that is a consideration of both the operating grant as well as the parent fees, so both streams of revenue and so overall in terms of an increase in revenue that represented 12% increase per unit and a little bit complicated, I think we talked about it a lot, but we just wanted to bring it together for all of you to understand how did we come up with these figures and what does the operating and the parent fees, how did they come together to support the revenue that's going to help increase the wages for the sector.

So the wage grid serves as a foundational first step to move forward with the development of what will hopefully be a more comprehensive grid containing a full wage scale and future action plans. So our work is not done here, this is just our first, the first step, and we know that there is more to do, but we had to figure out a way to get some equalization some more consistent and common wages across the province in order to move towards that development of a more comprehensive wage scale. So, as we continue our work, we will be consulting the sector, so changes will be informed by consultations that we do with directors, with consultations we do with our formal

committee, such as the minister's consultation table and the subcommittees, but will also be reaching out to other stakeholder groups, including board members, so as we continue to develop this. Do not be surprised, or I hope that you take advantage of an invitation to join us again to talk about this and be part of how we move forward from this first step. So we are hopeful and the goal kind of is that we could get to that more comprehensive full wage scale by the end of the first five years of this Canada Wide Agreement, so by 2026 that's sort of the magic year for everything on this agreement, but there is a lot of work ahead, but we're really happy about this first start.

So something that I'm sure many of you are already familiar with and we've had some questions about is the MCCA Market Competitive Salary Guidelines Scale. And this is different than the wage grid, the MCCA so Manitoba Child Care Association has published their Market Competitive Salary Guidelines Scale since 2007, this is work that they've been taken on for many for many years to advocate for higher wages for the sector and we fully acknowledge the hard work that they've always put into this wage scale, and we know that boards have often been looking to this wage scale for guidance prior to this to figure out what are the fair and equitable wages that perhaps they should be aspiring to. There's much work that we need to do to go forward to develop a more comprehensive scale. We often are consulting with the MCCA and will continue and we look forward to sharing information about what they've done in their Markets Competitive Salary Guidelines Scale and how that can help us as we move forward to create a more comprehensive scale. I think one of the key features and what we need to be very mindful of and aware of, as we move forward with our investments from Canada is that the difference between the market competitive salary guidelines scale and where we're moving forward with childcare is that we're actually now moving out of a market system or market competitive system to a greater, more publicly funded system. Canada's investments really drive us in that direction, and so we also took that under consideration as we were developing this initial wage grid for guidance for boards.

So under the development of the wage grid, we took in a lot of things into consideration, I've mentioned a few of them, or possibly all of them already. So one of the key things was that wide range of wages that are currently being offered in the in the sector, that was certainly a barrier we needed to address and figure out how could we potentially overcome this over time. We also looked at the comparable wages paid in the public service that requires similar qualifications and that kind of goes to the statement about the investments being made into childcare Canada's aspiration of developing a Canada wide system really does move it into the direction of being a publicly funded system, and then the potential increases to the provincial minimum wage. A year ago, when we negotiated our agreements many things were very, very different in the world, including any kind of plans for an increase to a provincial minimum wage. So we have made some adjustments to the wage grid, you would see if you looked online into our actual agreement to address this. So, it also is a good example of what we may need to do, going forward again when we negotiated the agreement, a year ago, we had no way of accurately predicting what the landscape and how the economy would be looking as we were coming out of the pandemic experience and then throw into the fact the other factors that have driven up our rate of inflation, that really wasn't in the cards of forecasting, so again, the advantage for us right now is that we only have a two year action plan that ends this actual fiscal year, which means we can start planning right away on how to address all those new factors that have come into play for our workforce, and what our wages need to support going forward.

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So comparable wages in the public service, and this is just information and it's just to give an idea of what the wages are, so these are this wages that are typically paid in the Early Learning and Child Dare division so with my staff, so as you can see the child care coordinator and our child care coordinators are my staff that are responsible to go out and do all the licensing and monitoring and checking for compliance out in the field in the sector, so they're starting wage right now is \$26.87, the mid range hourly wage is \$30.99. We also have child development workers, and these are

workers that go out and work to help facilities build their capacity to meet the diverse needs of children and they start at \$24.62 in their mid hourly ranges \$27.28, and then the supervisors of these of these staff, they start generally at \$34.22 and their mid range hourly wage is \$39.78, but those are some of my most senior staff in the program.

So, just to go back to that previous slide a little bit those are public service or sector wages, if you're curious about what the public service wage scales look like they are publicly available on the government website, if you go into the civil service commission's department page or just Google collective agreements Manitoba government, it will come up and there are actually tables that just give the actual pay scale, so you can go and investigate and look around there. It is a way to do some comparisons as you make your decisions and do your planning.

So, in terms of our wage grid so it's not an actual full wage scale, as I said, but what we've done is we've develop this grid and really the intent right now is to provide guidance to boards of directors, so that they can develop their own equitable wage scales across employee classifications and positions, but also allowing the flexibility to offer higher wages for those that are already making higher wages, that there won't be any need to reduce anybody's wages at this point in time. We can certainly talk about, as you can see from the graph we definitely have some wages that what we would consider or call outliers in the system. We're not encouraging anybody to reduce those outlier wages, but even in the public service, we have mechanisms or techniques for dealing with that and one of them is red circling, so that's if somebody's making a higher wage then would be typical for their position and classification a red circle means that they're held at that wage until the rest of the wages catch up, so things like that can be employed to address that but we certainly are open to helping you work through any of that, and if those kinds of issues come up and you want that type of discussion that's where my child care coordinators come into play, please reach out to them, they are amazing information navigators here for us back in Early Learning and Child Care and if you reach out to them first they will connect you to the right people to talk to based on whatever your inquiry is.

So what the wage grid actually does is it gives you a starting point for hourly wages based on a position and classification. And so the starting point is the one thing on the grid that we're looking for to actually always happen, we don't want to see wages below that starting point. And then it also gives targeted wages, and this is an average, so we don't need to see that target, it's actually a target average we want to see for that full employee group, and so, if you can turn to the next slide Kathy, then we can visualize it so here's the actual wage grid, so, as you can see, it is divided up between the different types of positions that typically we would find in a license child care center and not only the position, but the different classifications of and the classification is how an employee is certified for Early Learning and Child Care, because we do have a certified workforce. So when we talk about the target wage it is, like I said, the average wage, so for your floor staff when we're looking at all the ECE 2's that are on the floor that have more than two years experience, when we see your budget submitted and your annual financial audited statements, we want to make sure that none of them are making less than the starting point that's \$20.90. And for the group of them, the goal is to get to that average for that group that did say that it comes to an average in around \$22.29. So that's how that works, so that does mean that there is flexibility for a board to develop steps in between those wages and be on those wages, based on their employee group to hit average target so it's a little bit complicated, yes, but it's how we were able to build in some flexibility in order to ensure that nobody had any wage reductions as a result of this.

The other thing I want to let you know, is the analysis for the funding increases, so the operating wage supplement that is based on the average targets, so we've given those increases or assessed or analyzed those increases to be in line with facilities being able to meet the average targets in every employee group, so it should work I guess is what I'm trying to say. But we're certainly here to help you where we've had a change, more recently, and if you go look at our

original agreement what you'll know is, we have increased the wages for the entry level positions that being a child care assistant with who is trained with their 40 hour course completed, so we've raised that the starting point to \$16.05, and the target of \$17.17 and the ECE entry level so that would be like an ECE who is just coming into the system and their starting point has been raised, up to \$19.53 with a target of \$20.20 and like I said those we're doing this because of what we anticipate is going to be happening with the provincial minimum wage.

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So I've talked a little bit about steps and sometimes those steps in a wage scale are called different things, or a reference for having a different purpose, but it really is the scaling between the wages within a group and they can be used to identify annual increments so that there is some recognition or additional compensation for years of service or for other things. So under the public service collective agreements between every step on our wage scale, so if you go and look at them, typically the increase between each step is 3.5% and so it is just giving you a guideline of typically how those step increases work. On our wage scales each position type generally has five to seven increment levels or five to seven steps. And what we're going to do is in the upcoming screens it's just give you some examples of the wages in the grid and steps that could be considered that are in line with that 3.5% increase and then what does that end up looking like.

So we haven't gone through all of them we've just pick some select positions and staffing and generally at the ECE 2 level for our examples. So the ECE 2 so early childhood educator 2 floor staff, on our wage grid that starting wage hourly wages \$20.90 an hour and based on an annual 40 hour work week, then their annual salary would be approximately \$43,472. To 3.5% increase for the next step or level two would bring them to \$21.33 and then making \$44,366 annually based on a 40 hour work week. We have our average on our grid, I believe that is \$22.29 but then we have the additional steps that with the compliment of staff, chances are you're going to end up at that \$22.29. And so, this just gives you a visual of the considerations that you can make and look at when you're looking at developing your own wage scale. So similarly for an ECE 2 supervisor, we have the starting at \$23.32 so that's the starting point, we don't want to see anyone lower than that wage amount. And then, based on a 40 hour work week annually that individual supervisor would make \$48,500 in a year and then again, much like the ECE 2 floor staff example if we go up by 3.5% and have five different levels in that scale at the end or on the fifth step, though they can max out at \$26.75, making \$55,640 annually on a 40 hour week, so this is just an example about if you, picked a percentage, you can look at other ways scales percentages that might be used and, but this is the theory behind the development of the steps.

So we've also got some examples here for the directors, so an ECE 2 assistant director and there's our starting point at \$24.53, what the annual salary would look like on a 40 hour work week and then adding six levels to that one, and we also included at ECE 2 director of a small center and when you look at the wage grid, what you'll notice is we develop different wage starting points and averages, based on the size of the center and that's because all the duties responsibilities are quite different based on the size of the center and so for a small center we have the director, with an ECE 2 level, starting at \$25.58 so annual income would be on a 40 hour workweek \$53,123 and then in this example on a level six or six level steps scale, it would take them to \$30.89 and making \$64,251.

And then we wanted to give you an example of an ECE 3 director that was equivalent to the ECE 2 and for a small center as well, so you'll be getting what we'll be doing is getting the slide decks out to everybody after we're done all the webinars they'll also be posted and so you'll have this information in hand, but like I said, these are just examples and a just to give you something to start talking about working with as you're developing your own scales.

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So talking a bit about the responsibilities of the boards of directors, so the board of directors is I'm sure you all know, is the legal entity of a non-profit childcare center. So that means that the boards are responsible and accountable for decision making related to the center's business, programming staff, and all the finances. So you have the decision making authority, legally, for all those areas. Directors may assist their boards by providing information and support to make administrative decisions related to wages, but their role there is to support you and also to provide consolation.

Technical issues*

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So, we have had some strange things happening with our audio and we have no way of explaining why they're occurring. But sometimes just taking a break seems to fix them, so hopefully they'll it'll be cooperative with this point going forward. So I might just kind of go over this slide again. But the board of the directors is the legal entity of a non-profit child care center. Boards are responsible and accountable for decision making related to the center's business, program, staffing and finances. So you have a lot of decisions to make, and you are responsible for all those critical business decisions. Directors may assist their boards by providing information and consultation, to help them make their administrative decisions related to wages and all these other items, but the board is the legal decision maker for the business.

So, with that in mind as it relates to the wage grid some of the things you may want to do is review your position descriptions and responsibilities and classifications. We've heard that some centers use some different terminology for their positions but again, if that is the case in your center please connect with your child care coordinator and they can help you out because they know what the responsibilities are generally for an assistant director versus a supervisor versus an director, and so even though you might have different titles, the responsibilities they can help you line those up with the wage grid position, just positions and classifications. And you should also consider revealing and comparing your facilities current salary scale to the wage grid chart to figure out what are the priorities, bringing our wages up, getting equalization across the board. We know from the grid that we just looked at a few slides earlier that there's quite a range and so, although we know some facilities are struggling and consequently are paying wages, a little bit lower than others, there are some who scales are quite high and might be right on mark with the wage grid right now. We still want to see, and the committed to Canada still remains, that the wage grid supplement goes exclusively to wages. So in those situations, please connect with us and we can help you figure out how then you might look at budgeting your annual budget, a little bit differently to make that all work. We know, over time that often wages have ended up taking more of a percentage of your revenue than what we would typically want to see, and so a good mark on that is that wages really should only be, it's really usually the major part of your operating costs, but it should reach about 80% of your operating costs and so that's the marker benchmark to plan around. So if under your budget you're dedicating more than 80% to wages, the wage grid supplement can bring that better in line for you, so it's those types of solutions that we can help you walk through.

The other thing that you might want to look at is identifying individual staff's wage rates that require adjustments, based on their position and classification. Again, it relates to their position responsibility that starting point average targets on the grid, and also those adjustments to be upped, but if they're significantly higher than the outlier then it's the options about how to bring that in line to get better consistency over time.

Other things you will probably want to do, and that kind of alluded to this one already, is to review and revise the facility budget with the increased staffing costs and operating grant revenue, now many boards and facility have already submitted their annual budget, we're not asking you to resubmit to us, we're not asking you to do a new budget submission, I want to be very clear about that, but you may want to internally review that initial and make some adjustments for your own

records. Although going forward after that we'll be looking at your annual budgets to do our analysis to look at the implementation. For this year, we will still get all your annual audited financial statements, so we'll be drawing the validation of compliance from those annual financial statement later on. So, just in terms of planning that, it probably will be something good to do that would probably be very helpful as you developed your new scales. According to the facilities bylaws, policies and procedures, you are going to want to revise your salary scale...

Technical issues*

00:49:38

Hi everyone so we're going to do this again, we only have a couple more slides to get. We've troubleshooted on a couple items. We're going to try one more thing.

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Looks like its much better so we'll try again I really apologize for this I think I almost cursed us at the very beginning, when I talked about the possibility of this occurring, so we'll try to motor through and hopefully this works in the remainder of our time together.

So we were talking about the board responsibility and we talked about looking at and reviewing and revising the facility's budget, for those facilities that already submitted their annual budget, we don't want to see resubmissions, we don't want to add that kind of workload on to your plate, the suggestion is about you doing that internally for yourself to evaluate and we'll just take your audited financial statements. But going forward from here, we will be looking at both budget submission as well as your annual audited financial statements to really see how the wage grid is being implemented. So while you're doing that it also would be good to look at the facility's bylaws, policies and procedures and review and approve how you're going to revise salary scale, revised budget and make sure it's all in line with your bylaws. In relation to all of that internally we would recommend that, whatever your decisions are you develop a communication plan for your facility and for your workforce so they know what to expect. And then, in all of this planning when you're ready to implement just a reminder that the intention is for this to be retroactive to July 1, so if you are finally done your development work and ready to implement in October or November, please remember that we just need to be retroactively paid to July 1.

So, in terms of the wage grid going forward, I kind of already spoke to this so I'm getting ahead of myself, but going forward after all the development we will be looking at your annual budget submissions and they must demonstrate that the additional revenue from the operating grant is be used to increase wages or to implement the wage grid and bring some consistency across wages. And we also will be validating that with the review of your audited financial statements that are annually submitted to demonstrate that the funds directed to staff wages are spent to wage increases. And that is our commitment to Canada under the agreement and that's why the wage grid supplement has been identified in that way.

So we talked a lot but probably not as much as we could about the responsibility of the boards. And we also know that in our child care centres, because a lot of them are with parents that there can be sometimes turnover and so with the Manitoba Child Care Association, a few years ago we partnered and they developed a board governance training online. What we do in our partnership is, we pay for the fee so that board members, the new board members coming on, can do online training at no cost. And so that continues today, and we would really encourage everyone if you haven't already done so to go to the MCCA site, take that training its very good, it's a great orientation and there's also additional resources that have been developed at the MCCA to enhance all the responsibilities in a bit of a toolkit for boards. Now also just more recently we've been able to provide funding, and now this resource and the online training is also available in French, and we're very excited about that for the first couple of years, the online training was only

available in English, but now it is fully developed and available in French as well, so again it's a great resource for everyone to access.

So these are just some quick links if you want to learn more about the Canada Manitoba agreements. As I said, the slide decks will be sent to you and so you'll be able to click on it and get right to the agreements, here, and we also have the board training through the MCCA site so and then, for your questions and wanting to connect with the child care coordinator for the facility, we really encourage you to then contact the CDC info box and they will direct your inquiries to a coordinator who will then system navigate based on your question to whoever in our ELCC staff would be the best person to help you out so with that and, hopefully, our audio continues to cooperate somewhat we're going to move to questions and answers and I'm going to turn it over to Carmen now.

00:57:01

Carmen

weak audio

Michelle

Coming out and you will see that I showed this slide and it included the increases to operating grants, so the wage grid supplement, operating supplement has been rolled out as an increase on the general operating grant increase. So that increase that we talked about so, for example, infant spaces were previously \$1375 annually, they'll now get \$2376. So that additional money on the operating grants needs to go exclusively to increasing wages so that's what the intention is. Increase on the operating grant is really meant to support wages.

*wasn't recording

00:58:09

The different facilities there isn't a standard one right now, and so we do realize that there would be some increases potentially to benefits and so yes, that will factor in as it always has as part of your operating grants so this goes back to if you have there's the existing operating grant that already did cover off and was expected to along with parents fees as your full capacity or unit of revenue already did go to wages, this enhancement on this supplement should allow you to increase your wages to the wage grid amounts and as well support what you need to do for those benefits between the existing operating grant and the supplement.

Carmen

Thank you Michelle. Our next question is from Vaughn and how often are the grant funding and wage scales to be evaluated and increase moving forward, if you have an answer.

Michelle

Okay that's another good question, so we are moving in this direction, what we right now are planning on annual increases to this. But as I noted before there have been some changes in the in our environment in general for all of us with the rate of inflation and other things that were already taking that under consideration. And so, this is very active planning, so what we're hoping to do is get to a stabilized state where we will have annual increases, but we also know that we continue to work in a world that is doing a lot of unexpected things so the nice thing, as I said before, is, we have the flexibility with an action plan that is a new action plan, we have to roll out just for 23-24 so it does allow some of those opportunities to do some corrections at that point in time. So I know I didn't completely or probably very directly answer your question but know that this isn't one is done, this is the first step of a continual process and like I said, by the end of 2025-26 our goal is to have a comprehensive wage scale out there for the sector.

Carmen

Okay, thank you, our next question different in increase finding from centre to a home.

Michelle

Okay, thank you that's a great question so, I'll have to give a little bit of a history lesson, so I hope you'll indulge me a little bit, but homes in the child care sector, the funded homes, we did an analysis about four years ago, and we did it based on a comparison between the equivalent of what the operating rates were for what a home was receiving and what a centre is receiving and we realized at that point in time, that homes were being significantly under funded in comparison to centers so over the last five or six years homes have received some modest increases in their operating grants to bring them into a level of equity and then we were always going to do a fourth one we gave them three increases to get them into that equitable position with the funding was centers and we never did do that because we kind of knew this was coming down the line, so we held off. And so now they're increase would appear to be slightly higher but it actually isn't. What it does is it brings them in line to have more equitable funding with what a center is receiving and so that's why they're increases will be looking higher on paper here today.

Carmen

Okay next question is from Hillary are substitutes expected to be paid \$17.17 an hour as well, which would be the target wage.

Michelle

Okay, so you have different types of staff and what we are hoping is that what you do with your substitute staff what you might do with your term staff, it has to line up with the wage grid as well, based on the position and the years of experience and so substitute should be if they're new staff be starting at those starting points based on the position and based on their classification, if they've been with you for some time, and you have figured out on your wage scale how you want to compensate longer term staff and equivalent years of service, then it would be normal to see increases for their wages, just as you would part time staff. But these are the unique features that every board needs to look at and develop in their own business model for their own center right now, but yes anybody in the workforce, we want their wages to reflect the grid.

Carmen

Thank you. Our next it's actually a question and a comment, but I think I will read it here from Tara indicating that she knows that we recommend making sure the director has up to date contact information, but how can you make sure that boards know about this information so they know they have the authority to approve scales. Her director is very transparent and informative but hears that this is not always the case so boards need information, training and understanding of what their role is so how do we get this information out.

Michelle

So thank you for that question it kind of goes back to one of our slides and I mentioned, but the Manitoba Child Care Association we have made available to all board members online training for free.

Transcript ended*