

## June 29, 2022 Webinar for Directors- Wage Grid

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### **Michelle Stephen Wiens**

Good morning, everyone, thank you for joining us today this is Michelle Stephen-Wiens and I'm the director for operations and programs services in the Early Learning and Child Care Division with Education and Early Childhood Learning.

This is the first of four related to the announcement on Monday, but hopefully this will be an opportunity to get some information out that will be helpful to each and every one of you. We'll start with the presentation today, then we'll do some questions and answers, right after. Helping me out today is going to be Carmen Zubin, Carmen is going to act as our moderator today. And we will start to roll on with our presentation today.

So before we begin, I know people will be wanting to submit questions, probably as we go through the slide deck please feel free to do so, we only ask that you do those in the Q&A not in the chat, so when you are looking at your screens, there should be a little Q&A I think it's going to be at the bottom of the screen, please put your question into there, and those are the questions that the team will be looking at.

Today we're going to be going through and talking about the implementation of the wage grid that was announced on Monday, this is going to be the first of two webinars that we built for directors, we are holding a separate one for representatives serving on boards, we really encourage you to have your board members register for one of those two opportunities. The conversations might be slightly different because of the board's responsibilities, but we do want them to have a clear understanding of the implementation of this and the expectations related to reporting and how they can use this guidance as they develop wage scales for the facilities that they're responsible for.

So first we're going to just talk a little bit how did the wage grid come to be so, as you may know, the wage grid is one of the many items under the Canada Manitoba Canada Wide Early Learning and Child Care Agreement and the agreement goes from 2021 to 2026. And how the wage grid became a portion of that action plan is, it was actually one of the terms or criteria that was given to Manitoba from the federal government, so really the direction was we needed to include and develop a wage grid and that would be a point of negotiations for this agreement. And the initial action plan, if you ever have time to look at that agreement what you'll notice is the action plan attached to the agreement, although the agreement is for five years, the action plan, you will see, is only for the first two. And so what we're talking about today in terms of the wage grid is the implementation for 2022-23. So, as we continue in our work with the Federal government we continue on-going discussions and negotiations to now do a next action plan that hopefully that will cover from 2023- 26 this wage grid will

continue to be a term negotiated and a topic for those negotiations and discussions, so that's how that works.

And then within that first two years of the action plan, we have a wage grid that we negotiated to start leveling the playing field, so we could get some similarities in equity with wages across the province for both Early Childhood Educators and Child Care Assistants. So in 2023 we were committed to launching the wage grid which happened on Monday. And that total investment right now across the two governments is \$37 million. \$34.7 million is coming from our Canada Wide agreement and \$2.3 million is coming from the province, and that is specifically to support our school age programs.

So why the wage grid and I think we've been talking about wages for a long time, I've done many consultations about this with the sector, and this has always been a key topic of discussion and we know it's really core to any workforce strategy that we want to develop in the longer term, so we need some type of beginning point. So what we know about wages and having a common salary guidance and grid is that we need those equitable and fair wages to deliver high quality ELCC services, because we know right now there's been quite a bit of diversity in the wages being offered across the province.

We know that it's really important to stabilize and strengthen the sector, overall, so there's that consistency and so it also is important because, right now, like many other sectors, we know that you're struggling with labor markets shortages this we know was an issue even pre-Covid, the pandemic has certainly accentuated the challenges in finding and recruiting staff, and so we know that wages are important component of that. Having predictable, consistent, equitable wages and fair wages across the system also helps with retention of current staff and, as we talked it's about the recruitment for the future, we build on this wage grid that we're implementing now with improvements, like this is not it, we have to remember this piece, this is our starting point in our beginning and as we continue to build it's really with the view that we want this to really have as an opportunity for individuals to look at early childhood education as a career path and as a meaningful one and one that will be well compensated.

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So one of our challenges has been is that facilities do operate as independent businesses and boards of directors are responsible as the legal authority to establish staff wages in those wage scales. Now we know that there's lots of guidance that is likely given at the directors level and from other resources, such as the MCCA, but the responsibility does sit with the boards of directors or in a private sector it would be the owner operator, but the result of this has been that we have a very large range of wages across the sector as a result of those independent decisions, and this is something that we're trying to correct with just this initial step of the current wage grid that we're releasing and implementing in 2022-23.

This gives you a little bit of an example, about the range that we've been talking about, and this is something that we're looking to try and figure out how to correct that and we

want to get greater balance across the sector to then perhaps develop and take those next steps of developing a fuller wage scale. But this is an illustration of the diversity in wages that we're trying to address through this initial wage grid. And it kind of gives a good illustration, as well as the correction that needs to happen, and so this range and the wages currently being paid or certainly consideration as what we developed in this first year under that the Canada Wide action plan for the first two years.

So, then the question became with everything that's on our landscape, so we have boards that are responsible for establishing wage scales, we have great diversity, and then there's the funding, and we know operational funding for our regulated and non-profit sector really comes from two primary revenue sources and that's our operating grants and parent fees, and so it seemed most logical, the way to build this in and support boards and facilities to increase wages was through the operating grant and the wage grid operating supplement. So what it does is it provides facilities with an ongoing revenue supplement that is supposed to be directed and dedicated at increasing staff wages, so it's been built into our operating grants and all facilities will see this funding effective July 1 2022.

So we know that many people are very keen and resourceful and one of the things we had to do in preparation to launch this was change our regulations, because our operating grants and our funding scheme are embedded in our child care regulation. So, consequently, that had to be a pre-step before we could ever implement this, so we had to have it effective already and in place in order to go live and launch this for July 1 of this year.

So this gives you a bit of an idea of the increases but, as you can see there's been quite a significant change in the operating rates based on the type of space. So beginning on July 1 an infant space operating grant will be \$13,676 and it used to be \$11,375. Our preschool grant is going up from the \$4,081 to \$5331 per space. And then, our school age grant is going up from \$1644 to \$2227. So these are really significant increases. Also significant is our nursery school increases. So for nursery schools, we have a slightly different funding model in that it's based on sessions offered, and so we have a core amount of operating that goes to nursery schools that offer anywhere between one and five sessions and so they're operating is going up to \$1495 and for each additional session they'll get an additional \$299 per space so in terms of the actual increases related to the operating grant for the infant spaces that is essentially a 20% increase, a 27.5% increase on preschool spaces, and as well as a 36.8% increase on our school age spaces, so in terms of the operating levels being escalated, this is probably the greatest increase we've seen ever since this type of the unit funding and revenues funding has been put in place. In terms of our home base providers, they as well, will be getting increases on their operating grants and so our previous amount for our home base providers was \$2693 for an infant space and it's going up to \$3709. You can see the \$2068 for school preschool space is going up to \$2884 and \$880 was the school age space, and it is going up to \$1399. And so what this means is again some very significant percentage increases on those operating

grants it's 37.7% for infants 39.5% for preschool spaces and homes and 59% increase for school age spaces and homes.

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So, as I noted all of this is based on an existing unit funding model that was already in place in our regulations, and that was a funding model that came into effect in about 2001. So it has been with us for quite some time and the mechanism that we've been using to approach funding is based on our staff to child ratios for each space. So we look at a unit and it's based on the unit of four children for infants spaces and that's how we come with the infant space amount. The preschool unit of eight children and the school age unit of 15 children, and I think the unit, we always look for a unit total and our unit total now it's gone up to \$330 and I think it was a \$295 previously, but that's how we do the calculation. I think the percentage increases and the amounts are really what we are the important thing to keep in mind here, and those are really the figures you're going to need with your board to assist them in their in their plans going forward.

So with this funding unit model I know a lot of people are talking about the 12% increase and that's 12% on the revenue units. And so the actual increase to the operating grants is much higher than the 12%, but if we look at the overall revenue increase it should it come for all the different spaces.

That wage grid does serve as the foundation and a first step forward to the development of a more comprehensive grid and we hope that that will include a full wage scale with all the different level positions, those equitable steps throughout. But that really is likely, something that we will be developing over the next several years over the course of the agreement so I think the thing to keep in mind here is this is step one, and there will be many steps that will be taking together over the next several years, and so this is not it, and we fully expect that the wages that will increase in a in a reasonable way, in a supportive way as we go through the remaining years of the agreement, it's all something that needs to continue to be discussed and negotiated with Canada. But I think there's an equal commitment and that was stated at the announcement on Monday by both governments to continue moving forward on this item, not just in Manitoba but across Canada, with all the provinces and territories. So the changes to the wage grid, and what will be putting forth will be informed by consultations that we have with the ELCC sector and so that would be the active discussions that we have over the next several months, and so it'll probably begin with our minister's consultation table and the subcommittee that were established under the agreement to inform these types of decisions and give some advice and information to the Minister to develop the plans but also will extend out from those tables to other stakeholder groups in the sector, so the discussion about wages won't be held at a single body or entity, it is something that we are going to have and we know we need to have a larger, more informed discussion about that as we continue to build on this wage grid.

So the development of the wage grid. There were several things, taking into consideration, but we did look at the range of wages currently being offered throughout the sector. In terms of how we know what those wages are, that information was taken from the reporting that's required by the different facilities, specifically your annual budgets and as well as results that are reported on your audited financial statements or annual financial statements that are submitted to the program and are required. So that was looked at comparable wages paid currently in the public service requiring similar qualifications was also considered. And then potential increases that we know are becoming quite possible in the very near future to the minimum wage. And so there was a bit of an adjustment to the wage grid you'll notice I think it's quite noticeable from what exists in the agreement itself, and that kind of speaks to the ongoing conversation that we have with our federal counterparts and so we made that adjustment after the fact, from feedback from the sector and also to accommodate what we assume or predict might occur with the minimum wage in Manitoba.

So, in terms of the grid itself, it isn't an actual wage scale, and I think that's the important thing to remember. Because of the diversity in wages, we weren't able to get there just yet, that will be an ongoing goal and continuing work over the next several years. So what we want to do and what it was created to do was really just to provide guidance to boards of directors in developing equitable wage scales within their child care facilities that they are responsible for and to base those wage scales on employee, classifications and positions. So it really is guidance and we have these targets for them to work around and when we meet with the Boards through their webinars we'll probably have a little bit more discussion on this with them so that they understand that the one target is a starting point for hourly wages. What we mean by that is when we see a budget submitted when we go through your audited financial statements at the end of the year that confirms what happened with your budget and your budget planning we'll be looking to verify that nobody started lower than the starting wages identified on the wage grid, so that's what is meant by a starting point. And that's how we'll ensure that the compliance is based on those budgets submissions and your financial statements that you're supposed to submit annually.

The target wages for the different positions and classifications was meant to deal with the diversity of wages without having to impact anybody in a negative way, so the target is to say, this should be the average wage that the Board should target to pay people at this classification. It doesn't mean that it tops out there and we'll have that discussion in our webinar with the boards, but it is the average that should be reached, so that means they can pay higher than that if they're operating budget allows for that. It also means that those that are making higher than that amount don't have to see a wage reduction and that's really what we wanted to focus on. But that average is guidance of how to develop the scale from that starting point so like I said, they're not absolutes, except for maybe the starting point is, but really it's to give that flexibility to boards to continue to work with the wages that are already being paid in their facilities and then, if they're lower, to elevate them so they reach that average target and then, if they're bringing new people on and their wages are higher to keep things within the range of that average target, because that is what is going to secure them financial

viability, based on the revenue that they're currently collecting between current fees and operating grant.

So, here it is, I think you may have all seen this before, but this is the wage grid, so it's been slightly amended from the one in the actual agreement itself there's increases to the entry level wages that accommodates what we anticipate may happen with Manitoba minimum wage, and we know that we've started with a CCA with 40 hours training requirement completed and that was quite intentional, because there is the expectation under regulation, and the requirement under regulation is that we have a trained workforce in our childcare facilities, and although we know some folks start in the CCA position without their 40 hour course the expectation is they get that 40 hour course within their first year of employment and so that is why the CCA with training is the only CCA identified as on the wage grid. So people have often asked us, then what happens with the CCA that's untrained well, they can be paid the minimum wage up to that starting wage would be perhaps a recommendation, but there's no obligation to pay those CCA's that are not trained and don't have that 40 hour course there's no obligation to pay them the \$16.05 starting point and we really do want to encourage CCAs to get trained.

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So we've talked about this starting point being the wages that we see that are reported on facilities annual budgets are then are confirmed in their annual financial statements and audited financial statements. We will be looking to ensure compliance to make sure that nobody is being paid at a point lower than the starting point, and that will be the expectation for compliance. And so, although we talked about targets, this one is not just a target but we're looking for compliance minimally at this level. Now the target is an average and that's an average target and the reason why we developed that was, one we know there's great diversity of wages it's across the different positions and classifications, but we had that range is so significant that some are making much lower than the target and there may be others that are making much higher than the target here, so we wanted to present an average, and this is a goal, so along each of these lines to give the boards of directors some guidance, the average target is the average you want to hit on this specific classification and position. So that really enables boards to still have the flexibility to accommodate people that are making more than the targets, but also gives them guidance for those that are making lower and how to increase their wage scales to reach at least the average target level. And in terms of the revenue funding and the increases that we're providing to the operating grants, they are based on the average target levels, it's on that maximum amount. So everybody is aware, if everybody targets the average target as part of their budget planning the Boards do, there should be more than sufficient revenue to accommodate these wage increases.

The other significant change that you will notice is that the entry level targets and starting point have changed from what's in the actual agreement itself. So this kind of

is an illustration of the ongoing discussions that continued development that we'll do in collaboration with our federal counterparts as when we get sector feedback. And there's certainly has been a considerable amount of sector feedback, particularly on the entry level positions as the wage grid was already negotiated there was limited ability to make some major changes. But it seemed like the most important change was at that entry level, and we also knew that Manitoba was going to see some changes in the minimum wage and so those changes were made to address both the sector feedback and what we anticipate will be changes with Manitoba's minimum wage.

The other question we typically have been getting related to the grid itself is about the CCA classification and why only train CCA's are noted, and that was intentional. Regulation requires trained staff to be working in child care facilities and part of the trained staff is a trained CCA with their 40 hour course. Untrained CCA's can be hired but there is an obligation for that staff person to complete their 40 hour course by the first year of employment. It really is to make sure that we build capacity to make sure that training occurs. And so the wage grid really recognizing the trained CCA's. That means that those without training the wages are up to the boards respectfully. Consequently, should a board choose to they could start their wages anywhere from the minimum wage up to the starting point. And that is why untrained CCA's are not included.

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Now, in terms of the implementation for directors, that's everyone who is here with us today, so what is the next steps for the directors in the implementation of the grid and ensuring fair, equitable wages in the sector? So it's important to remember that the Board of Directors is the legal authority of non-profit child care centres, so they do have the legal authority to make the decision related to wages and the wage scale that's implemented at the centre or facility. They're accountable and responsible for the decision making related to the centre's business, financing, programming, and staffing. The really does rest with the boards. The webinar with the boards we'll really be focusing about their responsibility and things that they need to consider when they're making their decisions about the implementation of the wage grid and fitting the starting points and the target. Of course, part of that discussion will be really encouraging them to work with their directors on developing an appropriate wage scale based on the grid. Directors may assist their board by providing information and supporting them to make their administrative decisions related to wages. Everybody's been talking about wages for a long time, directors have generally been working in the sector for a long time and the other resources that they can look at and consider alongside with the way.

So, as I think it's really important for you as directors to assist your boards to help them understand the requirements as we discussed today about the wage grants supplemental funding that's attached to the operating grant that is exclusive for wages. We'll be repeating that message with them as well. But we'll be looking for that increase to be reflected in the wages paid out to the staff so that will be important for

you to support them to understand, as the annual budget submissions are developed and I know that often rests in the hands of directors, as we talked about today, that will be one of the places that we're looking to see the starting point average targets that are in the grid, we'll look to see that those are reflected in those budgets submissions and the annual budget is your plan, it's the plan that you intend to execute over the next year related to the financial and programming administration of the Center and so when we get an annual budget submission and it says, these are going to be the wages our expectation is those are the wages that are paid and we'll be instilling that messaging with our webinar with the boards of directors that begin next week, but that's your plan and that's what we're going to be using to look for as we measure that against that audited, financial or annual financial statements that come in later. Implementation of the wage grid to support increased wages is reported in the financial audit statements, as the last bullet, so for directors really instilling in the boards the reporting requirements at the front end at the end of the year, how that is going to be the determination for compliance, which is important to under regulation for continued funding and supporting your boards to understand that I think will be incredibly helpful.

**00:40:09**

We're going to take questions and I'll turn it over to Carmen.

**Carmen Zubin**

Thanks Michelle, we received a question via email, according to the child care regulations, the operating grants increase with effective April 1 2022, why are we not getting it until July 1?

**Michelle**

So thanks for that question and it's a good one, and I know this often results in some confusion. In the regulation and act both together inform the authority to pay grants. In the act it's under subsection 31.1, section 37 in the regulation. And what it establishes and the Community Childcare Standards Act and the regulation is that grants are discretionary, so what they do is they set the stage for what can be paid out by the Minister and then the language within the act and regulation is made so that's where the discretion comes, so as a result, we often have things in regulation, particularly when it relates to a financial schedule we essentially have to stage it, so we need to change our regulation first and advance of our implementation and that's what's happened here. So we needed the regulation to be effective, and for it to be there in regulation in order for us to implement an actual wage grid and an increase and then based on the discretion and also the funding we had available as a result of our negotiation with Canada our effective date for this is July 1. So although it was posted earlier, the effective date is July 1 and that's when the change and the increase will be going forward for facilities, so that's how it works. I know, it can be confusing when you see an April 1 posting and then a July 1 launch of the actual increase, but it is pretty typical in government and that's just the way legislation and regulation plays itself out.

**Carmen**



Thank you, Michelle, we have to similar questions from Bridget and Telysha, I'm just wondering if the content of this webinar will be the same as the July 6?

**Michelle**

Yeah we'll be doing the exact same slide deck, of course, the questions that come in that's a little bit unpredictable, I guess those could be different, but we will be using the exact same slide deck and then, once the webinars are completed, we will be posting the slide deck online, we'll do some distribution to you all as well and so they'll be similar in that way, the Q&A's can take us on a different direction but we'll try to pull together a summary document and will be distributing that as well.

**Carmen**

Thank you. From Veronique, we have on the circular it says that the targets must be met, does that mean we cannot start at the starting point and we have to go to the target on the wage grid?

**Michelle**

Okay well and I'm hoping I cleared that up today in in the slide deck so my apologies for that, I understand how that would be very confusing, there's been lots of language used and we actually started with calling them targets and minimum targets and we changed it to a starting point, thinking it would be easier to understand, so, as I explained, today, the starting point is the starting point, we don't want to see anybody in those positions and classifications on the wage scales that are developed by boards of directors being lower than those points so those technically, those must be met. Then we have our average target, and so we are looking for that exact wage to pop out it as but the wages offered in that particular line classification and for the position we want to see that scale at least average out at that amount, and that gives that flexibility, as I said before, for boards to if it's if they're able to pay more, we know, some people are making more than that, and we don't want to see anybody have a loss in wages, but it also then encourages those facilities and directors and boards, where the wage scale is lower to elevate to reach that target and we will be looking for that and the audited financial statements.

**Carmen**

Thank you. We have three questions that have come in in regards to the inclusion support program from Tara, April and Jennifer and the question is, how does this impact inclusion support program?

**Michelle**

So what we're doing right now is one if they're your regular staff, they are being paid on the wage scale in terms of our evaluations of the inclusion staffing enhancement grants and I think that's really what this question is about, we will be evaluating those submissions based on this new wage grid and scale as well, and so right now, as part of what we're doing as a as a division and program is we are going back and looking at those ISP grants and we will be doing some reconciliations and so that means there will be some increases coming in relation to that funding for you to then pay out to

those inclusion workers with the staff that are coming under those staff enhancement grants.

**Carmen**

Thank you. Okay, we have a question that came into information services and in our chat from Lois wondering if there is a consideration for a wage range for staff and training?

**Michelle**

Training towards your ECE, so the wage grid is what it is right now, and what I said is its guidance so, as you work with your board of directors and if your facility is one where you have a lot of staffing plans in place with your staff to achieve their ECE there's flexibility in their planning to incorporate that, so that's why it's really important to note that this is guidance to help us get somewhere. So, but what I will say Lois is thank you, because it's an interesting concept that we could absolutely give some consideration to consult on as we look at our next version, but there's nothing here stopping, conceptually, for your board to make that decision and give that kind of benefit in the wage scale that they develop for your center.

**Carmen**

You have two questions from Tammy and Nadine asking if there will be a copy of this presentation available?

**Michelle**

Yes, absolutely we are going to after the July 6 presentation, that's the next directors one, when we will post the presentation, we will also distribute it through email to all your facilities, I will probably will do the same with the board ones. So we'll have the posting and, as I said, the one thing that will likely change across the two webinars is the Q&A's and we will try to pull out together some type of summary document to hit the highlights, so if there's different types of questions coming in one from the other hopefully we can capture it there.

**Carmen**

From Karen, if the federal provincial funding agreement comes to an end will province continue to fund this operating grant?

**Michelle**

So fair question and a good one. The agreement has an end date but I think all parties that have entered into these agreements and the commitment from the federal government is that this funding will not end and were going forward in good faith with that commitment. What we understand in the federal commitment is the first five years we're escalating up and helping all the provinces and territories get almost aligned towards a Canada wide system and that's just the first five years, and so, then there will be like a cross country analysis of how we're all doing and that's where the Federal government will likely predict what do we need to do on the next five years and then we'll all start negotiating and planning around that state at that point in time, but what

we do know from the Federal government is what we have, or what each of the jurisdictions and the allocations and that final year they've committed to continue with being the investment into child care across the country, so, as I said in good faith we're going forward with this, that this will continue on and that we're committed to ongoing support for the wages and the wage increase.

**Carmen**

Thank you, we have a few questions coming in regards to the assistant director salary and director salary so, for example, just curious how an ECE 3 assistant director can make \$29.25 and would make more than an ECE 3 who is a director at \$29.23. Directors are below the MCCA recommendation, this needs to be taken into consideration in determining wages. Some daycares have full HR and accounting departments, or one location, years of service should be considered.

**Michelle**

Okay, so this is going back to just the core statements here. So I talked about how the wage grid was developed and many things were taken under consideration and it's really important to remember that this is guidance and it is a first step out, and so we are just looking at those average targets to be just that, that's the average that's hit. It doesn't mean that higher wages cannot be paid, but we want to make sure that the target informs what a reasonable rate is when boards are making consideration for developing their wage scales.

In terms of the consideration for years of service, those are all important things and that's a fuller wage scale, we are not there yet. And what we talked about earlier in the presentation is that this is our first step and it's a first step to get everybody hopefully, offering wage scales that are more similar and common and equitable. In order to do that work to take into considerations such as years of service are reflected in a full wage scale, so this is a grid not a scale. Your boards of directors develop the scale and take into consideration as they develop those scales, all the things that Carmen was starting to list. And in our future work together, because this is just year one, but in our future work over the next several years to 2026 as we continue to improve this grid working towards a full wage scale, all those things that were mentioned and listed will be under consideration and part of the ongoing consultation that we have. Just to go back just as a reminder, I think I talked about that consultation will be happening through those mechanisms we've already established through the minister's consultation table and subcommittee, but they won't be ending there on this item, our intention is always to go to a wider consultation after first talking to those tables and to other stakeholders within the sector as we continue to develop and improve and build on this initial foundational of first step of guidance.

**Carmen**

Okay, question from Tara and Willamen, was the size of centers considered in the wage grid and is the supplement based on license basis or occupancy?

**Michelle**

I think if you look at the wage grid, you will see that it is based on size of center as it relates to the administrative Director, and Assistant Director positions so that is a consideration. So the other question was is it based on occupancy in terms of the increases or the revenue, so, as I explained the revenue increases for operating grants work on the existing unit and revenue funding model that everybody has been working with and funded through since 2001. So that means the operating grant increase is based on a license spaces and so based on your number of license spaces, that is how you're operating grant will be determined. Now, as you know, the other thing that affects that is the month of service so sometimes operating grants are prorated because not all of our facilities are open 12 months of the year, some are open 10 and so we do have some variation, so operating grants will continue as they've always been prorated to those months of actual operations, and that is not a change. Right now we're getting full operating funding and we started that at Covid regardless of occupancy or utilization of spaces. And that right now is continuing as we settle in with this wage grid. And as you know, facilities are still building up towards the regular licensing capacity we're fully recognizing that that kind of support is needed and so that is not ending right now. We are consulting and keeping an eye on all of that, and they can seize and utilization because, at some point in time, we will go back to considering utilization as well, but that's not happening today, but we will keep you informed of when we believe that going back to what was normal business pre-Covid, we will certainly inform you before that changes made, so right now, your funding is continuing for full capacity of your spaces at which your increases and your operating grant is based on your number of license spaces and the types of spaces.

**Carmen**

We have a question from Debbie, what is the percentage increase for nursery schools?

**Michelle**

And so it's quite significant, so we have a 43% increase for nursery schools, if I missed that earlier I'm sorry. And we certainly, just so people see those, we'll include those in our summary Q&A's we'll be sure to put the percentage increases in there for you.

**Carmen**

Thank you. Also related to nursery schools from Pam, can you be sure when meeting with board members that the number model for nursery school is for 12 months, not other units?

**Michelle**

I will take that under advisement I know what you're saying, so nursery school and nursery school directors obviously know this, there's so many different variations and complications when you're looking at nursery schools, sessions, spaces, months of operation, so there is absolutely more considerations for those boards, so yes, we will try to simplify that as best as possible for the boards of directors and explain the session, months, of operation in a simple way as possible starting from that point of a full year, and yeah it's a very good recommendation.

01:00:07

**Carmen**

We have 2 related questions from Wendy and April, if the operating grant increases to go towards staff wage increases how will increases in everyday operating expenses be addressed?

**Michelle**

So yes, right now, we are looking at this supplement being directed towards wages only. It's important to remember that the agreement was negotiated in 2021 and a year ago, we had no idea what was going to be unfolding, and although the last few years have been very unpredictable as a result of the pandemic and now coming out of the pandemic, but other things that have resulted from that, and those were really unpredictable. But the good thing to hear and what we need to keep in mind is our action plan ends this year and we're actually looking at, okay, what do we need to do now to better support facilities going forward, so I appreciate the comment, yes it's supposed to go to wages, yes, certainly, we understand other operating costs have also increased so that is on the table for our next action plan that becomes active in 2023-24 under Canada Wide, so we are very mindful of that we know that there's support needed for that and we will be looking at how can we support facilities in a more predictable way to manage that variability. That being said, under the current agreement, we do have opportunities and have implemented a couple that at least hopefully, provides some support in specific, targeted areas, the business improvement grant was one of those that elevated the opportunity to make some investments to improve the administration components of the childcare center to get in that greater support to move forward, so we do have some targeted items in this one. And that will hopefully provide some relief, we now know what our new landscape is and definitely will be doing consultation and finding around those pressures that we know the sector's feeling.

**Carmen**

Thank you. We have a question from Jen, what changed to include school age increase. She was under the impression that school age, it was not included in this agreement.

**Michelle**

So the school age is not included in the agreement and you're correct on that. And that's why there's been a provincial investment to support the school age spaces and the school age centers, so what the Manitoba government wants to ensure is that there's equity across the sector as a whole, and I think the Minister spoke about that at the announcement on Monday. And that's why that sometimes our planning becomes a little bit more complex, because it's not just about implementing what's in the agreement and figuring that out for this space is for children under the age of seven, but we want to have that alignment and parallel improvement happening for our school aged children and our school age centers and facilities. So it's not under the

agreement, so all the changes that are happening for our school age kids and our school age programs are a provincial investment.

**Carmen**

From Bridget, are you anticipating paying substitutes the same \$16.05 for hours if they have a 40 hour course as well?

**Michelle**

So that's not my decision but it's a good question and I think we're going to flag that question, perhaps for our webinar with the board of directors, because I think it's a really good one and a good discussion point, an item discussion point for them, it is a decision that would rest with boards, but we can give some guidance on the management or the consideration of the payment for substitute staff and that should be reflected on the grid as well, so we can give the guidance, that the expectation is no matter who that type of staff is, permanent, substitute, part time or full time, we want the grid to be the guidance and then we can certainly flag that question for a little bit more of a direct conversation.

**Carmen**

We have a question from Telysha, are we expected to retro pay to July 1 if we cannot get wages and payrolls done on time?

**Michelle**

Yep. I don't know how else to say that so again on the announcement on Monday, we had Kent Patterson from the Y-Winnipeg talking about the implementation that they will be doing with the wage grid and he did note that for the Y they probably would not, and I think feasibly nobody can actually get the new wage scales up and running for July 1, so I think that retro pay is going to be a reality for the majority of facilities, so again we'll talk about that in our webinars with the Board of Directors, there's a difference between an effective date and a go live date and so, although we want all of this to be paid out effective July 1 we realize that, based on the ability of facilities their actual individual go live dates might be different, but the expectation, then, is that their staff are retro paid or back paid to July 1.

**Michelle**

I think there's a question about if the Board of Directors have been sent the information to register, I'm just noting they have, but we will re-send that out again and really make it obvious that this is the registration times for the board's webinars. So part of our challenge with our boards of directors is we don't always have their emails registered in CCO. So we have some boards, where we know they have a separate email address and a lot of that got collected through Covid, but there's also been some considerable change in boards and board membership, so we will send that again but also if you can ensure and go into CCO and make sure that the contact information for your board is accurate and there, we'll resend again and we'll make sure that we have everything up and as current as it is on CCO. We have also shared those invitations and links in general, with all the facilities and so in the invitation you received all the

board information and links were also there. So I encourage you to please share that with your boards as well, so we'll take a multi prong approach to this so we'll really highlight that these are the board webinar dates and you do have the information came in your invitation, please do share that with your board members.

**Carmen**

Thank you, we have a couple questions coming in, about budget submissions and whether facilities will have to resubmit?

**Michelle**

No. There quick answer. We know these are exceptional times I feel like our last several years have been exceptional times in different ways, and we don't want any additional work to go on to those facilities that have already submitted. We will look at that, with the lens of knowing that you submitted first and will really be focusing then on what comes in on the audited financial or year end statement that you are to reflect what the implementation has been so far of the grid.

**Carmen**

We have a couple questions again about the board webinars, so from Bonnie, will directors be able to sign on to the board webinar as well, so they can hear what the boards hear in case they need to make some clarifications?

**Michelle**

We really want that to be an opportunity for an open discussion with boards of directors, Bonnie I appreciate the comment so I'm going to take that back. I think I do want to leave that exclusive for boards but what I am open to doing and I think we can probably quickly pull together, I am open to then doing a closing the loop webinar with directors, a one time shot deal after we get all of these done to just go through with you what we what we went through with the boards, so we could go through the slide deck, we can highlight for you the common questions that came and that will be a way perhaps to preserve a very candid conversation with the board members that we want to have, but then also give you the feedback from those sessions so we'll certainly take that back and I'm sure we can arrange something of that nature and then hopefully that will be a great opportunity to close that loop.

**Carmen**

Thank you, Michelle we're going to close the questions now and we'll take back the ones that have been submitted to have them answer as well.

**Michelle**

Okay, thank you, I want to thank everybody for your patience, today, we certainly had our challenges with our little bit of technical difficulties I'm like I said, if you missed anything, please do not hesitate to just re-register for the next webinar. I think today was our first run, so we have some improvements to do, I hope we can work through this for the next one. You've given us some great suggestions and things to flag in terms of our questions and items we need to tackle with the Boards so that was

incredibly helpful. I think the suggestion, at the very end, for Bonnie about finding a way to close the loop and share the information about what the discussion was with boards we will definitely do, so keep your eyes open for that, we'll quickly go into planning through that.

At the very end, we want to help you and be supportive to this. Your child care coordinators are your contact and so once we get through all these webinars please don't hesitate they are your point of contact, so reach out to them with any questions. Get it through them because shockingly, but they do this trust me, they're so good at system navigating they tap the shoulder on anybody, they need to, to get the information back to you, so please use them as your point of contact.

The other thing I just want to put out a reminder for is that we know there are some facilities that close down for the summer so, consequently, we will be doing another series of webinars in September about this and those who didn't have a chance to join any of the current webinars we were hoping they sign up for those in September, but we also know everything for ELCC is like a moving target and as we progress there may be new information, so we may put out a more general invitation at that time, but there will be another opportunity to talk about this and assess where we're at and make sure we actually have everybody on board.

So with that, I want to thank everybody here, my team for helping me out today I want to thank you for participating and we will probably hear from you all again when we close the loop with that final session so thanks have a great day, everyone.