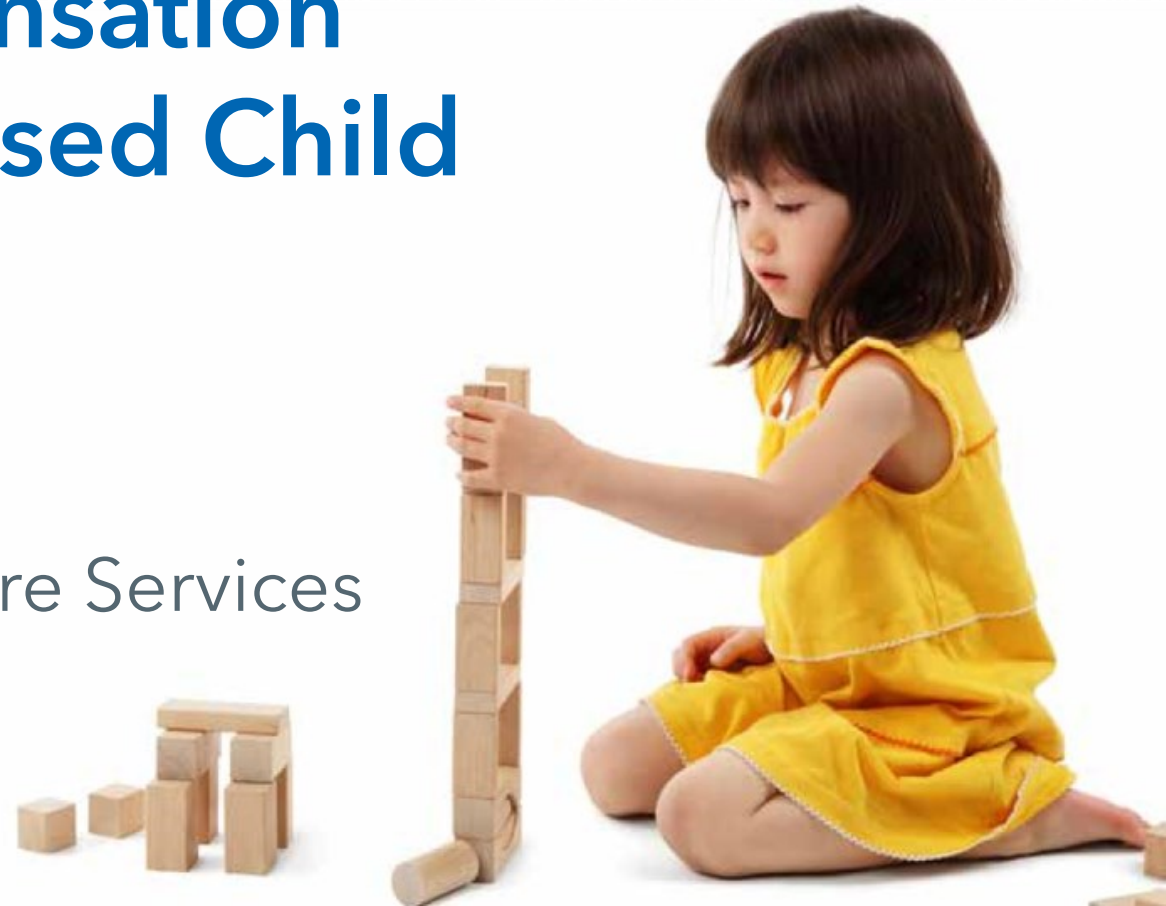


2023 Workforce Compensation Funding (WCF) for Licensed Child Care Providers

Presented by Early Years & Child Care Services
February 23, 2023



Housekeeping Items

- This meeting is being **recorded** and will be shared with the presentation.
- Your microphone will be muted unless called upon during the Question period.
- You can participate by using the chat function to raise any questions you have.
- You can also email us at earlyyearssystemdivision@peelregion.ca or contact your Early Years Specialist.

The personal information collected during this meeting is collected under the authority of the [Municipal Act S.O. 2001, c.25](#). The information will be used for future reference for purposes of the Region of Peel's Human Services Department, Early Years and Child Care Services Division.

Questions about the collection of personal information and information collected should be directed to earlyyearssystemdivision@peelregion.ca.

Agenda

1. 2023 WCF
 - Supports for RECEs:
Wage Increase and Wage Floor
 - Minimum Wage Offset (MWO)
2. Question Period



2023 Workforce Compensation Funding

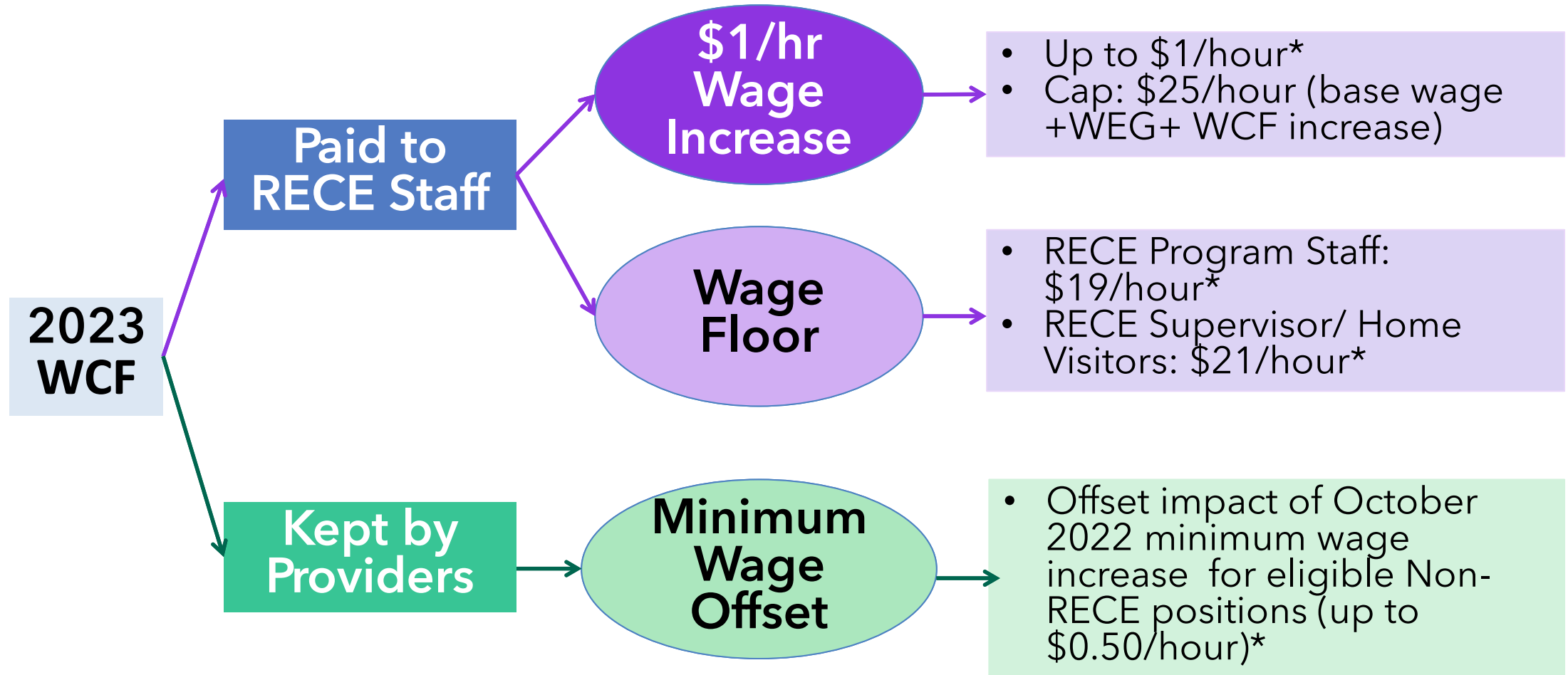


2023 Workforce Compensation Funding

The 2023 Workforce Compensation Funding (WCF) has three components:

- Wage Increase (up to \$1 hour)
- Wage Floor (\$19/hr or \$21/hr)
- Minimum Wage Offset (MWO)

2023 Workforce Compensation Funding



Single allocation: "staff wages and benefits" GovGrants budget category

Staff Eligibility

Wage Increase and Floor

- Be a RECE and is employed (receive a T4) in a position categorized as:
 - RECE program staff
 - RECE supervisor
 - RECE home visitor

Note: Non-program staff with a RECE designation who spend at least 25% of their time in program qualify for hours worked in program.

- Receive the Wage Enhancement Grant (WEG)

Minimum Wage Offset

- Employ (T4) non-RECE program staff, non-RECE supervisors and/or non-RECE home visitors.
- Have paid eligible staff a base wage (before grants) lower than \$15.50/hour on September 30, 2022.

Wage Floor & Increase Calculation Steps

To calculate supports to RECEs, follow these steps:

1. Start with your January 1, 2023 base wage (employer paid)
2. Add Wage Enhancement Grant (WEG)
3. Apply up to \$1/hour Wage Increase
 - if total from number 1 and 2 is less than \$25/hour
4. Apply the Wage Floor
 - if total from numbers 1, 2 and 3 is less than \$19/hour for RECE program staff or \$21/hour for RECE Supervisor and home visitors

GOF and any 2023 employer planned increases is not included in this calculation!!!



How to apply the RECE wage increase and floor

RECE program staff wage floor: \$19/hour

Example	Hourly Base Wage (employer)	WEG per hour	Hourly Wage	Hourly Wage Increase	Hourly Wage with Increase	Hourly Wage Floor	Total Hourly Wage	Total Hourly WCF*
1	\$15.50	\$2	\$17.50	\$1	\$18.50	\$0.50	\$19	\$1.50
2	\$16	\$2	\$18	\$1	\$19	-	\$19	\$1
3	\$24	\$2	\$26	- over cap	\$26	-	\$26	-

Apply GOF enhancements and employer increases afterwards

* Plus benefits

How to apply the RECE wage increase and floor

RECE supervisors and home visitors wage floor: \$21/hour

example	Hourly Base Wage (employer)	+ WEG per hour	= Hourly Wage	Hourly Wage Increase	Hourly Wage with Increase	Hourly Wage Floor	Total Hourly Wage	Total Hourly WCF*
4	\$17.50	\$2	\$19.50	\$1	\$20.50	\$0.50	\$21	\$1.50
5	\$23	\$2	\$25	\$0 at cap	\$25	-	\$25	-

Apply GOF enhancements and employer increases afterwards

* Plus benefits

Support Incremental Benefits

- Your WCF allocation includes 17.5% for mandatory benefits.
- You must support statutory benefits first.
- Leftover benefits funding may be used to support additional employer mandatory benefits.
 - This includes incremental benefits provided by the employer on behalf of the employee (e.g. vacation time or sick days).
- Report the actual incremental benefit costs incurred for the WCF.

Timelines Requirements

By April 1, 2023, you must:

- Pay wage increase and floor to eligible staff on each staff pay cheque.
- Issue eligible staff a retroactive payment from Jan 1, 2023.
 - Staff who have left also qualify for any hours worked retroactive to Jan 1, 2023.
- Include a "CWELCC" notation on each pay cheque.
- Share written information about programs with eligible staff.

Minimum Wage Offset



Minimum Wage Offset (Kept by Provider)

- Covers the difference (up to \$0.50/hr) between eligible staff wages as of September 30, 2022 and the minimum wage of \$15.50/hour that came into effect on October 1, 2022.

Eligible Staff

- Non-RECE Program Staff (e.g., Director approved staff, teacher assistants, ECAs, etc.)
- Non-RECE Supervisor
- Non-RECE Home Visitor

- We will continue to offset the impact of the January 2022 minimum wage increase for providers who qualified for MWO in 2022.
- Does not result in staff payments as it offsets the costs incurred by providers.

Minimum Wage Offset Calculations

Position	Hourly Base Wage (before grants) Sept. 30, 2022	Qualify for MWO
<ul style="list-style-type: none"> • Non-RECE program staff • Non-RECE Supervisor • Non-RECE Home Visitor 	\$15.00	Yes, \$0.50/hour*
	\$15.40	Yes, \$0.10/hour*
	\$15.50	N/A (at the minimum wage)
	\$15.70	N/A (over the minimum wage)

- Positions created after September 30, 2022 do not qualify.

* Plus benefits

Reporting Requirements

Expenditures:

- Report the actual incremental salary costs incurred through each WCF stream, by position and by staff serving CWELCC eligible children and children not eligible for CWELCC.
- Report the actual incremental benefit costs incurred through each WCF stream, by position and by staff serving CWELCC eligible children and children not eligible for CWELCC.

Data:

- There are significant data (KPI) reporting requirements mandated by the ministry. Please review the guideline for details to see which apply to your organization.

Key 2023 CWELCC-WCF Dates

Date	Description
Week of March 1	2023 WCF payment issued <ul style="list-style-type: none">✓ We will increase your CWELCC budget and issue your 2023 WCF payment under the “salaries and benefits” budget category.
By April 1	Communicate to staff and implement the WCF <ul style="list-style-type: none">✓ Share, in writing, information about the 2023 RECE Wage Increase and RECE Wage Floor with eligible staff.✓ Implement WCF: issue wage increase and floor on each staff pay cheque.✓ Issue eligible staff a retroactive payment from January 1, 2023 until wage increase and wage floor are implemented by you.
December 31	Deadline to spend 2023 CWELCC, including WCF
March 31, 2024	2023 CWELCC reconciliation due



Questions?

Have more questions?

Please email us at earlyyearssystemdivision@peelregion.ca or contact your Early Years Specialist.





Thank You!

Appendix 1: Ineligible Positions

Wage Increase and Wage Floor	MWO
<ol style="list-style-type: none">1. Director-approved staff (staff working in an eligible position without a RECE designation e.g., non-RECE Montessori teachers)2. Staff employed in a position categorized as:<ul style="list-style-type: none">• Non-RECE program staff or Non-RECE supervisors or Non-RECE home visitors• Non-program staff such as:<ul style="list-style-type: none">• Cook, custodial and other non-program staff positions• SNR resource teachers/consultants and supplemental staff3. Staff hired through third party such as temp agency	<ol style="list-style-type: none">1. Staff employed in positions created after September 30, 20222. Staff employed in a position characterized as non-program staff such as:<ul style="list-style-type: none">• Cook, custodial and other non-program staff positions• SNR resource teachers/consultants and supplemental staff3. Staff hired through a third party such as a temp agency.4. Staff with a RECE designation

Appendix 2. Wage Increase (RECE) Diagram



Appendix 3. RECE Wage Floor Diagram

Jan. 1, 2023
base wage
(paid by you)



Up to \$2/hour
WEG



Up to \$1/hour
wage increase



Equal
to

**More than the
wage floor**



Staff does not qualify
for the wage floor.

**Less than the
wage floor**



Staff qualifies for the
amount needed to
bring their wages to
the 2023 wage floor.

Appendix 4: Reporting Requirements

For All Workforce Compensation Funding

- The wage floor paid out for wages (separated by RECE program staff , supervisors or home visitors).
- The wage increase paid out for wages (separated by RECE program staff, supervisors or home visitors).
- Incremental benefits paid out on behalf of RECE program staff (as a result of the implementation of the wage floor and wage increase).
- Incremental benefits paid out on behalf of RECE program supervisors or home visitors (as a result of the implementation of the wage floor and the wage increase)
- The minimum wage offset for wages (separated by non-RECE program staff, non-RECE Supervisors or non-RECE Home Visitors)
- Incremental benefits paid out as a result of the wages offset by the minimum wage offset (separated by non-RECE program staff, non-RECE Supervisors or non-RECE home visitors).

*Data must be reported separately for staff serving CWELCC eligible children and children not eligible for CWELCC. If staff serve both categories, choose the one where they work the most.

Total number of *:

- RECE program staff supported by the wage floor
- RECE program staff supported by the wage increase
- RECE supervisors supported by the wage floor
- RECE supervisors supported by the wage increase
- RECE home visitors supported by the wage floor
- RECE home visitors supported by the wage increase
- Non-RECE program staff supported by the minimum wage offset
- Non-RECE supervisors supported by the minimum wage offset
- Non-RECE home visitors supported by the minimum wage offset

* Data must be reported separately for staff serving CWELCC eligible children and children not eligible for CWELCC. If staff serve both categories, choose the one where they work the most.