

CALCULATING RECE WAGES FOR STAFF HIRED **BEFORE JANUARY 1, 2023**

This job aid has been created to assist Operators in calculating Registered Early Childhood Educators (RECE) wages for the year 2023 to ensure that Wage Enhancement Grant (WEG) funding, as well as the CWELCC annual increase, are correctly incorporated into the hourly pay for eligible staff. This calculation is not applicable to non-RECE staff or Director Approved staff. Please follow the steps below to guide how wages should be calculated, and in which order (note: order of calculations can impact eligibility for certain funding categories; therefore, order must be maintained as per this job aid). Questions regarding 2023 RECE calculations should be directed to the Children's Services Department at childrenservices@uclg.on.ca.

STEP 1 BASE WAGE: Calculate Base Wage as of January 1, 2023.

- NOTE the Following:
 - Base wage must meet current Ontario minimum wage requirements.
 - Base wage should include GOF where applicable, but does not include WEG or any planned employer increases for the year.
 - For Operators receiving GOF, the RECE wage after addition of GOF must be a minimum of \$17/hour (without WEG).

STEP 2 WAGE ENHANCEMENT GRANT (WEG): Add WEG to Base Wage (\$2/hour, Up to Maximum as per WEG Guidelines) for Eligible Positions.

- See 2023 WEG/HCCCEG Guidelines for information regarding eligible positions.

STEP 3 CWELCC ANNUAL WAGE INCREASE: Add CWELCC Annual Wage Increase (\$1/hour, Up to The Maximum Cap Of \$25/hour) for Eligible Positions.

- See 2023 WEG/HCCCEG Guidelines for information regarding eligible positions.

STEP 4 CWELCC WAGE FLOOR: Is the Staff at The Wage Floor For 2023?

- IF NO = Add incremental CWELCC Wage Floor amount to bring employee to the wage floor (\$19/hour for 2023 for RECE Educators, \$21/hour for 2023 for Supervisors or RECE Home Child Care Visitors).
- IF YES = No further CWELCC wage increases in 2023.

STEP 5 PLANNED EMPLOYER INCREASE: Add Any Employer Increases.

- Employer increases must be approved by the owner, by the Board of Directors or be reflective of an increase as outlined in the employee's Employment Contract.
- If the employer increase raises the staff's 2023 wage to \$25.00 or more (wage cap for CWELCC annual increase), the staff will remain eligible for the CWELCC annual increase for the remainder of 2023; however, are not guaranteed eligibility for the annual increase for 2024.

Job Aid: RECE Wage Calculations for 2023

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