

## 2025/2026 ELCC WAGE GRID and RATE INCREASES

### Wednesday, June 4, 2025

00:15

**Jason Booth**

Hi, good afternoon, everyone. My name is Jason Booth with Manitoba Early Learning and Child Care Division.

Thank you for joining us for this afternoon's webinar, 2025-2026. Elcc wage grid and rate increases. This webinar will be hosted today by Carla Kernersted, Senior Policy Analyst with ELCC; Seamus Finnerty, Workforce Program Coordinator, and Shelly Marques, Workforce Curriculum Consultant.

Following the formal presentation, we will have time for questions. Staff have been closely monitoring questions coming into our office over the last few days, and we hope that this presentation will answer.

A lot of your important questions in advance. As such, you're welcome to submit questions via the chat, but we do ask you to save them until we're closer to the end of the formal presentation.

We will try to answer as many questions as we can today, which will be reviewed by Jessica Brosch, Child Care Coordinator and Carmen Zubin, Licensing and Compliance Supervisor. ELCC will be documenting the questions sent to ensure that even questions that are not answered live will be reviewed and considered.

As a reminder, please limit your questions to the matter at hand.

01:17

**Jason Booth**

We will begin today with a land acknowledgement, and then I'll turn things over to Carla.

we recognize that Manitoba is on Treaties 1, 2, 3, 4, 5, 6, and 10 Territories and the ancestral lands of Anishinaabe, Anishinewuk, Dakota Oyate, Denesuline, Ininiwak and Nehethowuk Peoples. We acknowledge Manitoba is located on the Homeland of the Red River Métis. We acknowledge northern Manitoba includes lands that were and are the ancestral lands of the Inuit. We respect the spirit and intent of Treaties and Treaty Making and remain committed to working in partnership with First Nations, Inuit, and Métis people in the spirit of truth, reconciliation, and collaboration. And Carla, I'll turn things over to you.

02:09

**Carla Kernested**

Thank you, Jay. So today, we'll kind of do an overview across the board. Very exciting recent announcements. Some background about the wage grid. The wage grid supplement increase. Take a look at our current wage grid, uh, for this year that has had some changes. A base operating grant increase, reporting requirements, uh, when the mass reassessment of grants and payments will be, um, done in sent out to you. The new maximum operating grant rates, the next step for boards of directors. Board resources, and frequently asked questions. As you all know, at the MCCA Conference on May 23rd, um. Our minister, the Honorable Tracy Schmidt, uh, announced the introduction of our new 2025-26 ELCC wage grid. An increase to the wage grid supplement rates retroactive back to April 1st, 2025. As well as an increase to the base operating grant rates effective, uh, back to April 1st, 2025.

03:16

**Carla Kernested**

So, the increases to the wage grid this year are a key pillar in Manitoba's broader workforce strategy. And are designed to improve recruitment and retention for a qualified workforce. Therefore, supporting our commitment to expand the system by 23,000 spaces by 2026. There was a lot of excitement at conference, uh, when the Minister also announced Manitoba's commitment to increase the number of professional development days. To 5 days per year by 2028. Which is aligned with Manitoba's teachers.

03:54

**Carla Kernested**

So for this year, 2025, as was in your holiday letter. Uh, we are at two PD days today, uh, this year. And starting in 2026 calendar year, they will be 3 PD days. 2027, we'll go up to 4 PE days, then 2028 will go up to 5 PE days. And more details will be provided in the future.

04:24

**Carla Kernested**

Under Canada-wide agreement, we committed to improving access to affordable quality learning and childcare. And supporting the recruitment and retention and growth of the ELCC workforce. Including implementing a wage grid as an initial step towards consistent, fair, equitable wages. As we all know, a well-compensated workforce is essential to deliver high quality Childcare services to stabilize and strengthen the sector. Address the labor market shortages, support the retention of current staff, and support recruitment of new individuals to the sector.

05:11

**Seamas Finnerty**

So, in addition to parent fees, funded facilities rely on their operating grant, um, and reduced parent fee revenue grant from the province as their primary source. Um, of revenue to support operational expenses. Um, so as you know, uh, the first wage grid was released back in July 2022 With the goal of developing a more equitable compensation structure for every classification and position But also to deliver more consistent wages throughout the sector. The wage grid supplement is provided and applied to the operating grant that funded facilities receive to help them pay the wages on the wage grid.

05:49

**Seamas Finnerty**

Um, increases were also done on July 1st, 2023. And July 1st, 2024. These increases are made, uh. Possible through joint investments from the provincial and federal government. The unit funding model is based on the regulated child-to-staff ratios, uh, unit is for infant, 8 preschool, or 15 school age spaces. So the investments we're going to discuss are all retroactive, and therefore effective April 1st, 2025. This is a joint investment from Manitoba and Canada for a total investment of \$60.4 million, and this is specific to the wage grid supplement.

06:35

**Seamas Finnerty**

All facilities are expected to use this increase in funding to increase wages for staff. This does not necessarily mean that everyone will receive an increase to their wages. It may vary depending on what the current wages are. If the facilities budgets allow. Facilities can pay staff above the target wage. The wage supplement may be used to support other related costs that have increased due to higher wages.

07:01

**Seamas Finnerty**

For example, employment insurance, Canada Pension Plan. Workers' compensation and benefits. It is not meant to be used for other operating expenses. The exception would be employers' pension plan contributions, as these continue to be funded separately under the pension plan contribution reimbursement application program.

07:26

**Seamas Finnerty**

So, the 25-26 wage rate structure was a response to a lot of feedback we received in the past year and a year and a half. It's undergone a bit of a change since 24-25, and we'll show you specifics in a few slides. But to start, the starting point was removed, and we're now relying on

the target hourly wage Which is the expected amount to be paid to staff based on their position and classification. The target wage is no longer the expected average across a position and or classification.

08:00

**Seamas Finnerty**

We also amended a few of the positions and classifications in the wage grid. There is now only one category for a frontline ECE2. And we introduced a new CCA and ECE2 training category. To acknowledge and support CCAs who are actively pursuing education. To advance their certification. Um, the increase you're about to see on the 25-26 wage grid, uh, in the following slides, were developed to support the Early Learning and Child Care Workforce.

We wanted to recognize the importance of frontline staff. Provide greater incentives to engage in education and developmental opportunities. And to incorporate feedback from the sector.

08:50

**Seamas Finnerty**

This is the top half of the 25-26 wage grid. Uh, the target wages for all classifications and positions now provide closer alignment with the Manitoba Child Care Association's Market Competitive Salary Guideline Scale. The largest increase in the 25-26 wage grid are to the target wages for frontline ECE2s and 3s.

09:18

**Seamas Finnerty**

This slide here shows more of the structural changes. Um, as I mentioned earlier, we eliminated the ECE2 two-plus year experience category and the ECE2 entry level category. While introducing a new ECE2 position and the CCA and ECE2 training.

09:39

**Seamas Finnerty**

The ECE2 frontline wage is \$27.56, which is \$6.09 higher than the ECE2 entry level, and \$4.66 higher than the ECE2 with 2 plus years experience level. On the previous wage grid. The new CCA and ECE2 training is \$22.37. Which is 90 cents higher than the original ECE2 entry level on the previous ESP trip. Wages for a CCA without their 40-hour training is at the discretion of the board.

10:18

**Seamas Finnerty**

Facilities can establish wages for any position or classification. That are higher than the target wages in the wage grid if operating budgets permit. Um, so apart from the wage grid supplement, uh, there's also an increase to the base operating grant rate. Uh, which is a joint investment of \$4.2 million, uh, \$2.7 million, uh, from the province. The base operating grant is generally used towards operational expenses, such as wages. Administrative costs and programming supports. Thank you.

11:19

**Carla Kernersted**

Um, all funded centers are required to submit their financial statements for centers, they're required to be audited for nursery schools. They are just to be done in a particular format. Uh, to confirm that the public funds are being used for their intended purpose.

Including, uh, operating costs and detailed wage information. The increased revenue from the operating grant increased, and expenditures for staff wages must be demonstrated in your facility's next annual operating budget submission and annual financial statement. Centers and nursery schools do not need to submit a supplemental budget schedule form.

Information related to increased revenue received due to the opera grant increase should be reflected in your statements and your future budget submissions.

11:41

**Seamas Finnerty**

As I mentioned earlier, the base operating grant and wage grid supplement are retroactive to April 1st, 2025. Therefore, only one rate change for operating grants is required in Child Care Online. Center operating budgets and home operating grant submissions will be reassessed to adjust upcoming quarterly payments. And issue adjustment payments based on the new operating grant rates. Um, adjustment payments are planned to be issued by mid-June. 2025.

12:42

**Carla Kernersted**

This screen just shows you how much the rates have gone up, uh, from last July 1st until and this includes the total, so the base operating grant.

The wage goods supplement together make the total operating grant. Um, a rate, uh, that's listed on the right-hand side. This next screen, the new Max Manual Operating Grant Rates screen here, uh, shows you a breakdown between the base operating grant amount and the grade wage grid supplement amount, as well as the total. So, it breaks down from July 1st, 2024 to April 1st, so March 31st.

13:17

**Carla Kernested**

Following, so you can do the calculations as to how much of your operating grant, based on your spaces, is base, and how much is the wage grid supplement. And that chart is included in the FAQs. It's in the appendix up here, of the FAQs.

Next step for boards of directors, on our website, uh, there is a section, it's under Center and Home Providers, you go down to Center Care, and you have the roles and responsibilities and function of a board.

13:54

**Carla Kernested**

This board development guide has a lot of great information for boards. As you can see, there's things like the role of the board, legal accountability, constitution and bylaws. Board committees, planning and program governments, uh, working on policies and procedures, and financial management is another one.

14:16

**Carla Kernested**

And that is where we've located the, uh, wage grid implementation toolkit for boards. Um, within that roles and responsibility of the board, there's also a lot of, uh, worksheets and... tools that boards can use. To work on your board development? So, board and staff, who does what? Board member checklist, bylaws checklist, financial management assessment worksheet. Legal checklist, policy development process. So there's a lot of really good tools.

14:47

**Carla Kernested**

That boards should be accessing to, uh, develop your board. So, within the board toolkit. Um... the first document, the toolkit for developing, just sort of outlines all the documents that are available to provide some assistance. The developing and revising the salary scale based on the new wage grid, all of these documents have been updated.

15:15

**Carla Kernested**

It talks about developing a salary scale. Um, you know, setting it out clearly for your staff at different positions and classifications. As to, how their wages would go up over the years. The annual budget guidelines, I give you a breakdown of all the things that need to go into your budget if you're doing a Child Care Online submission.

15:37

**Carla Kernested**

The funding policies and procedures for centers and nursery school spaces. Those have been updated to, uh, the current operating grant amounts. And what's required for financial statements for nursery schools, they're not required to do an audited uh, financial statements, but this document lays out what they are to do.

15:57

**Carla Kernested**

As well as fees for additional services and a letter about additional services that came out in quite a few years ago. And then the operating budget template. This one, I think, is really handy in that. You don't have to have access to childcare online to to work with it, so you can, uh, use that, you can put in all your numbers once, do a lot of save as. And put in a salary scale with your current staff, and see where you end up in terms of expenses and money. How increases to staff expenditures are going to affect your overall budget. And it's updated to current everything

16:46

**Carla Kernested**

As you know, we have a wide variety of child care programs in lots of different sizes and structures. So there's a variety of ways that different jobs and responsibilities are structured in different facilities. As the employer, the board of directors is responsible for the development of the facility salary scale for employees. From frontline staff to directors. So you're encouraged to review your facility's position descriptions, classifications, and experience required for each position.

17:22

**Carla Kernested**

Review the types of tasks assigned to each position and rank the jobs according to the levels of responsibilities. So we have a lot of facilities with lots of different structures. Maybe a very large or large facility that has supervisors, room leaders.

It may be a small facility with a director and no supervisors at all. Um, very big ones may also have an administrative assistant and a bookkeeper, so there's so many different structures out there, so it's really up to the board to look at their situation.

17:59

**Carla Kernested**

Some resources that you can use for looking at job titles and positions, as well as the responsibilities. you can connect with your child care coordinator. Help you figure out the responsibilities of an assistant director versus a supervisor versus a director. Um, and the MCCA's Market Competitive Salary Guidelines Scale for ELCC centers has analysis of the knowledge, skills, and abilities required of directors, ECEs, and CCAs. and they also, uh, have another resource called the Human Resource Management Guide for Child Care Programs, and they have detailed job descriptions.

19:05

**Carla Kernested**

Since the first wage grid came out, our resources have talked about developing a salary scale, um. Which means is a set scale that then may change from year to year. But has... 4, 5, 6, 7 different levels on it.

So that a staff starts at the first level. And after a year of, uh, employment, then they would move to the next, and up to the next, and then, uh, reaching the top of their scale. So this is just an example But all the examples in the documents in the board toolkit, they will start with Level 1 being the new wage grid amount, the target wage. And then they go up, uh, by... These ones go up by 3.5% increase between each level. There is variability out there. Uh, you know, each range could be 4 to 7 levels, with 3 point... 3.5% to 5% increase from the lowest level to the next one.

19:52

**Carla Kernested**

But approximately 20-25% spread from the beginning of the scale to the end of the scale. So that's just in there for an example to help boards think about, um. Developing their salary scale if they don't currently have one. So, the next steps in the implementation toolkit talks about developing a communication plan. I'm sure there's lots of chatter around every facility. What's your plan, uh, advising them about the implementation of the wage grid and the revised salary scale, and ensure staff are advised that any salary increases will be paid retroactively to April 1?

20:35

**Carla Kernested**

Then draft your revised salary scale, place individual staff on the salary scale. Identifying staff whose wages require adjustments based on their position, classification, in comparison to the current new wage grid. Then review and revise the facility's budget with the increased staffing cost to ensure that the drafts The salary scale is financially viable.



21:02

**Carla Kernested**

And again, my little plug for the operating budget template. Use that to look at how it's going to affect your budget. Make sure you can afford to do this. And also thinking about the fact that Many of your staff may already be at Level 7 if they've been at your facility for a long time. And if you have a lot of newer staff that within 3 years, they'll be halfway through your scale.

21:26

**Carla Kernested**

So then, once you've settled on your revised salary scale, it needs to be reviewed and approved as well as your budget according to your facility's bylaws, policies, and procedures. And make payment to employees at the facility's new salary scales retroactive to April 1st, 2025. As many of you are aware, and some may or may not be, um, the MCCA partnered with us to develop some online board training.

21:58

**Carla Kernested**

And you can visit their website. To access the training, and it's still currently available at no cost for boards of directors and management of nonprofit centers and nursery schools in Manitoba. Through funding under the Canada-Manitoba Bilateral Agreement. And as I mentioned earlier, MCC also has a human resource management guide.

22:22

**Carla Kernested**

It has lots of information about job descriptions, developing contracts, writing personnel policies, understanding and interpreting employment standards and legislation, and more Many facilities may already have it, but if you don't, I would encourage you to take a look at it and perhaps order it. It also comes with a flash drive with all the sample forms a board may want to use to customize the information and save the board a great deal of time in developing those things.

22:52

**Carla Kernested**

And, of course, they can go to the circulars that are posted on our website. We have the new wage grid for staff and students to see. And the Wage Grid Toolkit has also been updated. And if you have further inquiries, they can be directed to CDC Info Services. At that email address.

23:15

**Seamas Finnerty**

Now we'll start going through some frequently asked questions, and hopefully we can manage to answer some of these in the following slides. Uh, the first one. Is, why is the starting point wage being removed.

23:30

**Seamas Finnerty**

The purpose of the wage grid is to ensure fair and equitable wages across facilities throughout the province. And 2022, the starting point was implemented to set a baseline for all facilities to meet with the additional funding provided through the wage grid supplement. Recognizing that some facilities would need some additional time and support to raise wages.

23:55

For staff.

**Seamas Finnerty**

The target wage outlined average wages for all positions and classifications that facilities were recommended to work towards within their budgets. Financial data, um, has suggested that most facilities have successfully met and exceeded the starting point wage across classifications and positions. As such, the starting point wage is no longer necessary. The target wage will now set the standard for wages for all facilities to meet.

24:25

**Seamas Finnerty**

And the target wage will be supported through the increase to the wage grid supplement. While providing flexibility for facility boards of directors. If a facility's budget allows, facilities can pay staff above their target wage.

24:57

**Seamas Finnerty**

How was the target wage for an ECE2 determined? A variety of factors were taken into consideration to determine all of these target wages, not just the frontline ECE2s.

The goal has always been to establish a competitive wage to help recruit and retain staff. If the target wage has increased, can all employees expect their wages to increase?

25:30

**Seamas Finnerty**

If an employee's wage is considerably higher for their position and classification compared to wages on the grid and or facilities revised. Salary scale. Boards can make a plan about how to bring those wages into line. Board of Directors should act fiscally responsible and determine the degree to which they are able to increase wages on the facility salary scale, based on the facility's financial position.

26:05

**Seamas Finnerty**

Staff at our facility are already being paid more than the target wages on the 25-26 wage grid. Do we have to increase hourly wages effective April 1st, or can the wage grid supplement be used to support future wage increases.

All facilities are expected to use the increase in the wage grid supplement funding to increase wages for staff retroactively to April 1st, 2020-25. The wage goods supplement may be used to support other salary-related costs that have increased due to higher wages, such as EI, CPP, and workers' compensation and benefits.

26:43

**Carla Kernested**

Okay, so our facility has many long-term staff. How can we recognize them for their years of service? We've had quite a few questions along this line. Um, that have come in, uh, TINFO services and, um. The ADMs, uh, email box. The board of directors may consider implementing long-term service recognition if it's financially viable. For example, in the public service, in the government, when a staff reaches the final step on their salary scale for their position or classification. They remain at that pay level. Unless there's an increase to the pay levels due to a new collective agreement.

27:17

**Carla Kernested**

I've been with the government for 26 years now. I'm long past level 7. Uh, in years. Uh, public servants are also awarded a merit increase, which is an additional step above the salary scale for their position and classification. So, say, for example, mine has 7 levels. When I hit 20 years, there was an additional step added for that position. So in the public service, we get a merit increase at 20 years and 25 years. So that is a way to recognize people for long-term service to your facility.

27:48

**Seamas Finnerty**

What if a center exceeds the regulated trained staff requirements and staff-to-child ratios? Will the wage grid operating supplement cover these additional costs? In this particular scenario, a center's board of directors is still responsible for decisions regarding Staff compliments, and their wages. Um, the board should be considering the facility's budget to ensure the salary scale is financially viable.

28:26

**Seamas Finnerty**

And to make any necessary changes if required. The department does expect that all facilities pay at least the target wages on the wage grid, and ensure that the wage grid operating supplement is used to increase staff wages.

28:45

**Seamas Finnerty**

CCAs who have not yet completed the required 40-hour ECE-related training are not included on the wage grid. What do we pay them? Wages for a CCA without their 40-hour training are at the discretion of the board of directors. Facilities, once again, may pay more than the provincial minimum wage if the operating budget permits.

29:11

**Seamas Finnerty**

Many university students hired full-time under the summer job grant programs meet the 40-hour course requirement. Should they be paid at the target wage for CCA with a 40-hour course?

Staff hired under the summer grad program should be paid the wage rates that were indicated on the approved grant application. If a summer grant employee then becomes a regular employee, they should be placed on your new revised salary scale and be paid accordingly.

29:51

**Seamas Finnerty**

Our facilities and receipt of the Inclusion Support Program, ISP Staff Enhancement Grant, expected to submit a new ISP staffing grant application.

Uh, no. Approved grant amounts for staff hired under the ISP Staff Enhancement Grant will be automatically adjusted by the department based on the new target wage on the 25-2 wage grid for a CCA with a 40-hour course, which is \$19.40. For the April 27 to May 24, 2025 reporting period. Facilities can submit staff and grant payment forms reflecting the new approved wages of \$19.40 For staff hired under the ISP Staff Enhancement grant.

30:42

**Seamas Finnerty**

How do we request an adjustment to the ISP staffing grant payment? Our facility already received for the March 30 to April 26 reporting period? Uh, in this scenario, a letter outlining the process to request an adjustment to the previous staffing grant payment for the March 30 to April 26th reporting period. Will be sent to all facilities with current ISP staff and grant approvals.

31:08

**Carla Kernested**

And it's my understanding that that went out this morning, so if you have an ISP enhancement grant, you can take a look in your email for that.

31:19

**Seamas Finnerty**

Is there going to be an increase to the salaries supported by the staff replacement grant for staff hired to replace an employee enrolled in a workplace training program? The substitute, um, or i.e, the replacement staff. Should be paid at the CCA level on the center salary scale. To increase a replacement staff wage to align with revisions to the CCA level on your center salary scale. Based on the 2020... 2025, 26 wage grid. Facilities are expected to submit a new staff replacement grant application.

32:00

**Seamas Finnerty**

And lastly, do facilities have to retroactively pay former staff who were employed for a portion of time following April 1st, but have since left employment. Boards of directors are responsible for making this determination. Considerations for this may include obligations under a collective agreement, if applicable. And any other obligations under an individual employment contract, if applicable once again.

32:35

**Carla Kernested**

So we'll turn to Jessica and Carmen to...

32:44

**Jessica Brosch**

Yeah, so thank you. We have lots of really great questions that have come in this afternoon.

We're gonna try and get to, uh, a lot of them, and We do apologize if we don't get to all your questions today. Um, so we'll just get into it. We have a question from Jen. And from Tanya and they're asking... if you can just... re-clarify our summer students Uh, who have their 40-hour course required to be on the wage grid at, like, the 1940. Listed.

33:11

**Carla Kernested**

I think if they're a regular summer staff, that's not hired under a summer grant program. If they were hired under a summer grant program, you will have been approved for a specific wage.

If they are, uh, a university student that's filling in during the holidays and so on, and weren't hired under a summer grant program.

They are an employee, so they should fall in the appropriate category on the wage grid

3:34

**Jessica Brosch**

Thank you. Uh, we have a question from Marilyn, um, asking if there's any consideration for staff who have been in the field Uh, and for many years. Um, the wage grid doesn't have anything for, like, the long term.

33:57

**Carla Kernested**

Yeah, so there was a slide back there. I don't know if it's able to find that quickly in the Q&As, because we've had a few questions around this. So, the example I used was what happens in the public service. So, boards of directors could consider Having long-term service award of some sort, it... you know, some facilities may look at something that's, like, a little thank you for 10 years of service that's a one-time bonus, or they may... Want to look at doing something like they do in the government, which is a merit increase, which gives you on a set. Say you had a 7.7 level scale, it would give you an 8-level for somebody who had been Particular amount of time.

34:39

**Jessica Brosch**

Thanks, Carla. We have a question from Beatrice, um, asking about giving the increase to all staff who have completed their 48-hour course But what if they're just substitutes?

34:52

**Carla Kernersted**

Substitutes are considered employees, and they should also receive the same salary level.

35:01

**Jessica Brosch**

Thank you. Sorry, just finding my next question. So we have, uh, a few questions from Carly, Nicole, Mariela, and Rhonda. Um, can we expect, uh, a change in the wage grid each year going forward? As there's been increases for the last couple years. So the boards can prepare for those moving forward, uh, would there be an anticipation of these changes? Rather than a couple months before.

35:38

**Carla Kernersted**

Government moves in certain financial cycles. It's not necessarily able for us to predict that, but historically we have been receiving regular increases to the operating grant ever since the beginning of the unit funding model in 2000, 2001. And a little bit of time without increases, and since the wage rate came in in July 2022, We've had significant increases.

36:12

**Jessica Brosch**

Thank you. Karen had asked if you could just kind of redefine the target wage. And what that means.

36:19

**Carla Kernersted**

So, in the previous version of the wage grids, we had the starting point and the target, and at that point, it was being referred to as an average of staff in that position or classification. That we were wanting facilities to work towards. Um, so in this one, we've removed that. Uh, partially due to feedback from the sector. I think some people found it a bit confusing.

Uh, and now the target is what was once the what we would have called the starting point on the previous salary. Where do we want the first level of your wage, scale for a particular position B.

37:03

**Jessica Brosch**

Thank you. Tammy's asking if they will get some confirmation of the amounts of the grants.

37:10

**Carla Kernersted**

Like, their particular facility? Well, you take the grant amount, you multiply the number of licensed spaces of different types. Buy that, and that gives you your annual amount, unless you close some months, and then you have to prorate that. So if you were closed in July and August, you would divide by 12, take two... to that, times that amount away, because you only get paid for the 10 months that you're open.

37:42

**Jessica Brosch**

Thank you. Jennifer's asking, What about staff who have left their employment during this transition phase? Is retroactive pay required?

37:55

**Carla Kernersted**

Um, there is a screen there that talks about that, and again, it's a board decision. And they, I mean, you, of course, would have to consider whether you had a collective agreement that would have to be looked at and followed. Or if you have individual employment contracts with employees that have left.

38:17

**Jessica Brosch**

Thank you. Question from Francesca for employees that have reached or exceeded the target wage, should they still receive an increase, or can the funds be used to sustain wages for the future.



38:33

**Seamas Finnerty**

That will be at the discretion of the board at each center, as their operating budget permits. The expectation with the increased funding for the wage grid supplement is that it is used for staffing their wage costs.

38:57

**Jessica Brosch**

Thank you. From Chris and Leola, some questions about directors and admin. Um... So, what about the directors that have lots of extra work, balancing budgets, working to develop these skills? Um, there was no increase. Similar to the frontline staff. Um, so, can you talk about that a little bit?

39:21

**Carla Kernersted**

A real focus on this one is... Many of you, I can tell by the names, have been in the sector for a very, very long time, and we have been Struggling to have enough individuals entered the field. And continued in the field. So, a big goal of That major increase to the frontline staff is to attract people to the sector. And improve the situation in the... in the labor market. Make it easier for you to hire the trained staff that are required in your facility.

40:01

**Jessica Brosch**

Thank you. Um, question from Heather. For kitchen staff who have their 40-hour course. Um, would they be considered... as a trained CCA...

40:19

**Carla Kernersted**

Again, that's up to the board to determine.

Thank you.

40:25

**Jessica Brosch**

So, a question from Teresa. So, what if the increase to operating grant isn't enough to get everyone to the target wages, uh, and the center can't afford it, because there's different budgets. For different facilities.

40:34

**Carla Kernested**

I would encourage you to talk to your financial advisor. And maybe play around with that operating budget template. And see where you can make some savings and make it work. Sorry, I'm gonna just keep pushing that template.

41:02

**Jason Booth**

Hi everyone, this is Jason speaking. I just want to say that we're receiving a huge number of great questions, and we're doing our very best to answer as many as we can within the time allotted, so we really appreciate your patience on this. If there's a little pause between questions, that's just That's just us doing our work.

41:19

**Jessica Brosch**

Thanks so much. Jessica? Thanks, Jason. Uh, question for Marianne. The increase in the wage grid based on one-third CCAs and two-thirds ECE 2 or 3s. Does the increase cover all ECEs being paid at, let's say, the \$27.56? Sorry, we're gonna re-read that question. Uh, so the increase to the wage grid is based on one-third of, uh, CCAs. And two-thirds being ECE2 or 3s. Does the increase cover all ECEs being paid at the \$27.56?

42:36

**Seamas Finnerty**

Yes, that is correct, but again, subject to whatever operating budgets each and every center may be encountered with.

43:00

**Jason Booth**

Just so everyone is aware that today's presentation is being recorded. And that we will share the recording, as well as the slide deck, and a transcript of today's webinar on our website at [manitoba.ca](http://manitoba.ca) forward slash childcare within the next few business days.

43:20

**Jessica Brosch**

Okay. Thanks, Jason. Um, so Kendra's asking, are centers giving their cooks a raise? Um, do direct... Sorry, yeah, I'll stop there.

43:34

**Seamas Finnerty**

That will be subject to every center's board of directors. Thank you. And do directors get the target wage?

43:43

**Seamas Finnerty**

As outlined on the new wage grid, if you fall there, um, the expectation is that the increase in funding will go towards Um, helping pay those new target wages for every staff.

44:00

**Jessica Brosch**

Thank you. A question from Marilyn. Can we give a bonus instead of a wage increase of retroactive pay Uh, as of April 1st.

44:10

**Seamas Finnerty**

That will be up to the discretion of the board and directors, um, and depending on whether there are employment agreements, whether Um, there are other individual contracts that can all come into play.

44:25

**Carla Kernested**

But it is an expectation that they will receive retroactive pay for that period.

44:32

**Jessica Brosch**

We have a question from Susan. Is the new wage grid the minimum that everyone is getting paid, or is it, uh, suggested or required?

44:42

**Carla Kernested**

It is the expectation. Uh, ECEs will be paid, uh, and other positions will be paid according to the target wage at at least the target wage, at minimum.

45:00

**Jessica Brosch**

Thank you. Uh, so a question from Ashley, uh, regarding family child care providers. Will there be a difference to the operating grant depending on your level of education? Um, or is there an increase, um, the same per license space?

45:15

**Carla Kernested**

Let's write this for not only childcare homes. Yes. Yeah. Family Child Care Homes have one set of operating grant rates. Um, the difference in income comes through the revenue grant payments, which are different for a... home that's operated by a ECE versus someone who is not trained as an ECE.

45:37

**Jessica Brosch**

Thank you. Uh, so we have a question from... Major, and I apologize if I'm saying anybody's names wrong Uh, is the retroactive pay required?

45:48

**Carla Kernested**

It is expected that you are getting money back to April 1st, and it is expected that staff will receive retroactive pay.

45:59

**Jessica Brosch**

Thank you. Uh, so a question from Nicole. About, uh, why is it up to the board, who are volunteers, um.

46:11

**Carla Kernested**

Yeah, so... Words are at... the boards are the legal entity Or a facility. That's... their job is overseeing all things. In a facility, including financial management?

46:34

**Jessica Brosch**

Thank you. Uh, question from Andy regarding staff replacement grants. Uh. Which they have received funding for, um, covering the period after April 1st. Will there be an adjustment? Sent out?

46:41

**Carla Kernersted**

Um... to receive the, um, a change in that. For the replacement grant, you were asked to submit a new application. The policy is that it is based on your CCA level, on your salaries, yeah.

47:03

**Jessica Brosch**

Thank you. Okay, so we have a question from Diamond, uh, wondering about substitutes, if you can just re-clarify if they are... if they are an ECE. Uh, but don't have the duties or responsibilities of a ECE. When they are on the floor, do they still get paid the minimum, uh, or is it up to the board to decide?

48:02

**Carla Kernersted**

Well, substitutes are considered employees. So, they're an employee, they should be getting paid at the level.

48:11

**Jessica Brosch**

Thank you. Uh, we have a question from Tyler. When does the grid have to be implemented by?

48:20

**Seamas Finnerty**

The funding is retroactive to April 1st, 2025, and that's the expectation for when it should be implemented.

48:29

**Jessica Brosch**

Thank you. Um, and Dixie's asking if there's an exact date when the, uh, the payment will be issued. Um, or do we not have that information yet?

48:38

**Seamas Finnerty**

There's not an exact date right now that we can share, but we are aiming for mid-June, um. This month.

48:48

**Carla Kernested**

They're working on all the pieces that need to be done in Child Care Online to make that happen.

48:57

**Jessica Brosch**

Thank you. We have a question from Francesca. Um, so saying that the auditors advised that individual wages are not shared with board of directors unless there's a situation. So why is the board being advised to allocate individual wages?

49:26

**Carla Kernested**

Um, I'm not aware of that from the auditor, maybe she could... she could send in a, um... an email to the finance email box about that.

49:36

**Jessica Brosch**

Thank you. Now we have a question from Jen. Um... So, should they wait to increase the wages until they... until after they receive the payment? That's coming in in the next month?

49:56

**Carla Kernested**

Again, it would be... It would depend on your class... your cash flow situation.

50:03

**Carla Kernested**

They have already received an April 1st to... Uh, June 30th payment, so it's an adjustment payment, so a good portion of that money for that quarter has already been received.

It would be your cash flow situation, I would think, but boards are going to need time to develop their revised salary scale.

50:25

**Carmen Zubin**

Okay, and a question from Brenda, um, wondering when ELCC will start looking at the differences in operating costs between centers.

50:36

**Carla Kernersted**

That has been an ongoing issue and discussion, and it's continuing to be reviewed.

50:50

**Jessica Brosch**

And we've got a question, uh, regarding frontline staff. So if they have an ACE3 who accepts the position of an ECE2, is a center required to pay the ECE3 wage to that staff.

51:03

**Seamas Finnerty**

If an individual is an ECE3, because of the education that they have taken. It is the expectation that the facility will pay them an ECD3 wage on the wage grid.

51:19

**Carmen Zubin**

We had a question from Donna. Um, do staff that are a CCA today and sign up for ECE in training, do they receive the in-training wage effective the day they start their course?

51:31

**Carla Kernersted**

Correct. And just like, um... In the past, when, uh, with this, we would talk to you about, um, having a... having a contract with the employee who is doing CCA training. And we do talk about it, too, that they are actively pursuing Um, they're not maybe taking one course every year

or two. But actively pursuing their ECE2 classification.

52:10

**Jessica Brosch**

Thank you. Um, and just to clarify, uh, when does the implementation need to be completed by?

Um, not the retroactive piece, but, uh, how long do boards have to develop possibly a wage grid and review the budget to make sure that everything works.

52:21

**Seamas Finnerty**

There's no set answer. For every child care facility, it's all gonna come down to your existing budget and cash flows. Um, funding will be provided again sometime in mid-June, is what we're aiming, and by then, when facilities receive that funding, many of them could get a better understanding of where they're sitting. Financially, uh, to answer that question And the July 1st payment, quarterly payment, will be at the new rates.

52:56

**Jessica Brosch**

Thank you. We have a question from Ashley, um, asking if ELCC will create a multi-year grid Um, that will be required to be followed in the future, as opposed to, um... starting one... a starting wage per classification.

53:11

**Seamas Finnerty**

Looking at the wage grid is still an ongoing project, uh, that we look at every year. And changes, um... could always happen, depending on what we receive from the sector and ongoing

53:31

**Carmen Zubin**

We have a question from Shannon, just to confirm. Um, the new rates will be backdated to April first, is that correct?

Correct.

53:43

**Jessica Brosch**



Thank you. Uh, question from Suneichi. If somebody is an EC2 and they are a licensed family child care home. Uh, will their parent revenue Grant increase.

53:57

**Carla Kernersted**

Now, the parent revenue, there's no change to the parent revenue grant. It continues as it was. The purpose of that was to provide the difference between the Old fees prior to April 2nd, 2023, and the new \$10 a day.

54:15

**Jessica Brosch**

Thank you. We have a question from Mary, uh, regarding CCAs that are enrolled in specific colleges. Is this to be considered an ECE in training? Yes, so, uh, a CCA who's, uh, enrolled in specific colleges, uh, can they be considered an ECE in training?

54:39

**Seamas Finnerty**

If it is a specific college within an accredited ECE program in Manitoba. Then yes. That the student is enrolled in the ECE program.

55:06

**Jessica Brosch**

So there's, uh, a question about, uh, are there consequences if they're unable to meet some of these expectations?

55:15

**Carla Kernersted**

I think if a board and director are having difficulty, um, being able to meet the target wages, I would, again, recommend you use the operating template. Operating budget template, and play around with your numbers and see what there is that you can do. And you can also contact your financial advisor. For ways, uh, to look at your budget and... and help you be able to meet the target wages.

55:45

**Jessica Brosch**

Thank you. Um... Elena's asking about ECEs that have, you know, 8 or more years of experience. Will they be on the same pay as an ECE that just was hired?

55:59

**Seamas Finnerty**

That will be up to each and every facility's board of directors, and what their current budget allows.

56:06

**Carla Kernested**

Well, and whether they've established a salary scale. Which has incremental, uh, increases based on years of service.

56:19

**Carmen Zubin**

And thanks, um, Seamus, to add to the question about the CCAs enrolled in specific colleges, I think we're receiving clarification that would mean family child care providers who are pursuing their ECE2 education And I think to clarify that they would not be considered an ECE, Until they have officially completed their schooling.

56:36

**Seamas Finnerty**

Correct. Thank you.

56:45

**Carmen Zubin**

Um, one last question Okay, um... Melissa is asking where we can find the operating budget template that you were speaking of, Carla.

56:58

**Carla Kernested**

Uh, there's links in the circular. To the board toolkit. Um, it's also when the webinar presentation gets posted, it's also on the resources page there. Um, and you can follow that, and it will take you there.

57:21

**Jason Booth**

Thank you again for joining us for this afternoon's webinar, 2025-2026 ELCC Wage Grid and Rate Increases. So many great questions today. Uh, a recording of this webinar, along with the slide deck and a transcript, will be posted on the Early Learning and Child Care website. Within the next few business days, uh, at [Manitoba.ca](http://Manitoba.ca) forward slash childcare We should have the recording up right away, uh, the transcript usually takes a couple of extra days. For additional questions that we didn't get to today, we will be reviewing your also welcome to email us at [CDCinfo at gov.mb.ca](mailto:CDCinfo@gov.mb.ca), that email address is up on the screen live there at the bottom, inquiries directed to [CDC info at gov.nv.ca](mailto:CDCinfo@gov.nv.ca).

58:11

**Jason Booth**

And if you like, you can also join us again this evening, uh, for our next webinar at 6pm  
Thank you, and have a wonderful afternoon.