



TB Minor Meeting Date: July 16, 2018  
370574

Confidential

Honourable Katrine Conroy  
Minister of Children and Family Development  
Room 134 Parliament Buildings  
Victoria BC V8V 1X4

Dear Colleague:

Re: Early Childhood Educators Compensation

I am writing to advise you that Treasury Board has approved your request to provide a wage increase of \$1/hour in January 2019, retroactive to September 1, 2018, and a further increase of \$1/hour in April 2020 to Early Childhood Educators employed with Child Care Fee Reduction Initiative enrolled child care providers, subject to the following conditions:

- a. The ministry is to report back to the Chair of Treasury Board by September 30, 2018 with the finalized, the Public Sector Employers' Council Secretariat endorsed, Labour Market Review;
- b. The ministry is directed to manage the incremental cost of wage increases from within its existing operating budget; and
- c. The ministry is to include metrics on employee retention and wages to its Annual Service Provider Survey or other data collection processes (e.g. changes to wages for current employees, wages for new employees, employee turnover, length of vacancies/difficult to fill positions, etc.) and is to be included in the ministry's reporting framework on child care initiatives.

Sincerely,

Carole James  
Chair

cc: See attached Distribution List

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Ministry of  
Finance

Treasury Board

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Distribution List:

cc: Allison Bond

Deputy Minister

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