

**MINISTRY OF CHILDREN AND FAMILY DEVELOPMENT
DECISION NOTE**

DATE: July 28, 2021
CLIFF#: 261047

DATE OF PREVIOUS NOTE (if applicable): N/A
PREVIOUS CLIFF # (if applicable): N/A

PREPARED FOR: Honourable Mitzi Dean, Minister of Children and Family Development and
Honourable Katrina Chen, Minister of State for Child Care

s.13; s.17

BACKGROUND:

- The ECE Wage Enhancement (ECE WE) currently provides a \$2 per hour top-up to base wages for eligible front-line ECEs.
- BC Budget 2021 announced a commitment to double the ECE WE to \$4 per hour; a September 2021 implementation date was publicly announced on July 8, 2021, during the joint Early Learning and Child Care Bilateral Agreement announcement with the Government of Canada, and on June 8 in the New Child Care Legislation announcement.

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DISCUSSION:

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¹ Source: 2020/2021 Provider Profile Survey.

² Source: 2020/2021 Provider Profile Survey; this includes ECEs with their basic certificate, and those with ITE and/or SNE certification.

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DECISION and SIGNATURE
Honourable Mitzi Dean
Minister of Children and Family Development

DATE SIGNED

DECISION and SIGNATURE
Honourable Katrina Chen
Minister of State for Child Care

DATE SIGNED

Attachments:

- Appendix A - Unionized Versus Non-Unionized ECE Wages Data Table
- Appendix B - Funding Guidelines—ECE Employees in Unionized Facilities
- Appendix C - Draft Funding Agreement Amendment Wording

s.13; s.14; s.17

- Appendix E - Communications Plan

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Appendix A: Unionized Versus Non-Unionized ECE Wages Data Table

ECE+ Wages by Unionization Before ECE WE

	Union			Non-Union			Total	
Wage Amount	Number of ECE+ receiving wage or higher	Percent of Union ECE+ receiving wage or higher	Percent of Total ECE Workforce	Number of ECE+ receiving wage or higher	Percent of Non-Union ECE+ receiving wage or higher	Percent of Total ECE Workforce	Number of ECE+ receiving wage or higher	Percent of ECE+ receiving wage or higher
\$25.19/hour	295	22%	3%	1,153	13%	12%	1,448	14%
\$30.07/hour	65	5%	1%	384	4%	4%	449	4%

ECE+ Wages by Unionization After ECE WE

	Union			Non-Union			Total	
Wage Amount	Number of ECE+ receiving wage or higher	Percent of Union ECE+ receiving wage or higher	Percent of Total ECE Workforce	Number of ECE+ receiving wage or higher	Percent of Non-Union ECE+ receiving wage or higher	Percent of Total ECE Workforce	Number of ECE+ receiving wage or higher	Percent of ECE+ receiving wage or higher
\$25.19/hour	543	40%	5%	1,875	22%	19%	2,418	24%
\$30.07/hour	142	11%	1%	530	6%	5%	672	7%

Estimation of ECE+ Wages by Union After ECE WE is raised to \$4/hour

	Union			Non-Union			Total	
Wage Amount	Number of ECE+ receiving wage or higher	Percent of Union ECE+ receiving wage or higher	Percent of Total ECE Workforce	Number of ECE+ receiving wage or higher	Percent of ECE+ receiving wage or higher	Percent of Total ECE Workforce	Number of ECE+ receiving wage or higher	Percent of ECE+ receiving wage or higher
\$25.19/hour	839	62%	8%	3,351	39%	33%	4,190	42%
\$30.07/hour	215	16%	2%	754	9%	8%	969	10%

Data Source: 2020/21 Provider Profile Survey

Notes:

ECE+ are staff which have at least one of Early Childhood Educator (ECE), Infant Toddler Educator (ITE), or Special Needs Educator (SNE) certification.

ECE counts are based on Provider Profile responses. The response rate for the Provider Profile at time of data collection was approximately 90%. Actual provincial ECE counts are likely about 10% higher.

ECE+ counts only include ECEs at Child Care Operating Funding (CCOF) facilities. It does not include ECEs at Prototype Sites and licensed facilities that do not participate in CCOF.

There is a total of 8,662 Non-Union ECE+ and 1,346 Union ECE+.

Salaries data was trimmed to exclude extreme values.

Union participation is on the facility basis. Facilities that indicated some or all staff are unionized are included in the Union group.

ECE+ do not need to be receiving ECE WE to be included in these counts.

Appendix B: Funding Guidelines

ECE Employees in Unionized Facilities

Approved Organizations with facilities that employ unionized Front-line ECEs may be eligible for the ECEWE, as reflected in Table 1 below, provided they have reached a local agreement with their union to amend their collective agreements to implement the ECE-WE.

Unionized Front-line ECE employees working at approved Organizations/facilities may qualify for the ECE-WE if their wages are set through local agreement negotiations. In some instances, recently ratified collective agreements have set out a process for ECEs whose wages are set through these local agreements to access the ECE-WE.

Organizations with facilities where the province funds more than 50% of the child care program(s), resulting in unionized ECE wages that are set through Joint Job Evaluation Plan classification and wage grids currently do not qualify for the ECE-WE. In these cases, Government's Low Wage Redress funding supports ECE wage adjustments that exceed those available through the ECE-WE.

The ECE-WE funding is intended to be used to supplement wages of eligible unionized ECEs by up to \$4 per hour, up to a maximum of the Joint Job Evaluation Plan wage rates established in the Community Social Services Sector Bargaining Association (CSSBA) collective agreement with the Community Social Services Employers' Association (CSSEA). Any surplus funding may be used to support ECE professional development or other negotiated supports for eligible unionized ECEs.

Unionized ECEs whose wages exceed the JJEP wage rates as a result of receiving the ECE-WE prior to September 1, 2021 will continue to receive the same ECE-WE amount (\$2 per hour), and not see a reduction in their WE rate.

Table 1: ECE-WE Eligibility in Unionized Environments

Type of Unionized Employer	Description	Eligibility for ECE-WE
Community Social Services Employers' Association (CSSEA) Member – provincially funded ECEs	<ul style="list-style-type: none">Employer is a CSSEA Member and subject to collective agreement with the Community Social Services Bargaining Association (CSSBA).	<ul style="list-style-type: none">Not eligible. Government's Low Wage Redress funding supports ECE wage adjustments.

	<ul style="list-style-type: none"> • Receives more than 50% of their child care operating costs from the Province. • Employers must pay unionized ECE wages according to the CSSEA Collective Agreements. The rates are set through CSSEA's Joint Job Evaluation Plan (JJEP) wage grids. 	
CSSEA Member – non-provincially funded ECEs	<ul style="list-style-type: none"> • Employer is a CSSEA Member. • Receives less than 50% of their child care operating costs from the Province – not eligible for Low-Wage Redress funding for child care operations. • Some employers have been paying ECEs according to CSSEA Collective Agreements (i.e., as per JJEP wage grids) while others have been paying ECEs at rates lower than JJEP wage grids (these lower ECE rates are set 	<ul style="list-style-type: none"> • May be eligible, contingent on confirmation that the Employer's bargaining agent has reached an agreement with the union to amend the collective agreements (or negotiated a side agreement) in order to implement the ECE-WE. The ECE-WE funding will offset the cost to employers of matching or narrowing the gap with the JJEP rates for ECEs established in the CSSBA-CSSEA Collective Agreement. The ECE-WE

	through local side agreements that modify the CSSEA Collective Agreements).	<p>funding is not intended to be used to supplement ECE wages beyond the JJEP rates.</p> <ul style="list-style-type: none"> Any surplus funding may be used to support ECE professional development or other negotiated supports.
All Other Unionized Employers	<ul style="list-style-type: none"> Any other unionized employers (public, non-profit, or private) with a collective agreement that includes ECEs. 	<ul style="list-style-type: none"> May be eligible, contingent on confirmation that the Employer has reached an agreement with their union to amend their collective agreements in order to implement the ECE-WE. The ECE-WE funding is not intended to be used to supplement ECE wages beyond the JJEP rates. Any surplus funding must be used to support ECE professional development or other negotiated supports.

APPENDIX C

Draft Funding Agreement Amendment Wording re: Distribution of ECE WE

1. ECE Wage Top-Up Funding

We will pay you the ECE Wage Top-Up Funding in the amount of \$4.00 for each Hour Worked by your ECE Employees up to a maximum of 195 hours per month per ECE Employee. You will distribute the ECE Wage Top-Up Funding to each of those ECE Employees in accordance with section 5.1 of the Agreement and in accordance with the following provisions:

- a) For those ECE Employees who are paid on a salaried (non-hourly) basis, the ECE Wage Top-Up funding and ECE Portion of Statutory Benefits Funding will be paid based on a breakdown of Hours Worked by those ECE Employees.

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Early Childhood Educators Wage Enhancement – up to \$4 per hour

Stakeholder Engagement and Communications Plan

Context:

BC Budget 2021 announced a commitment to double the Early Childhood Educators Wage Enhancement up to \$4 per hour. A September 2021 implementation date was formalized during the joint Early Learning and Child Care Bilateral Agreement announcement with the Government of Canada on July 8. This date was picked up and distributed by multiple news agencies and appears to be well-known and anticipated within the sector.

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Once implemented, the increase will be paid retroactively to

September 1, 2021. Notification of the increase must be given to providers a minimum of 30 days prior to month of implementation.

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notice must be sent out no later than:

- December 1 for a January 1 rate change,
- December 31 for a February 1 rate change (Jan 1 is a Saturday) or
- January 28 for a March 1 rate change.

The ECE-WE rate increase must be implemented no later than March 1 so that providers remain bound by the 2021/22 Funding Agreement terms and conditions which expire March 2022. s.17

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Issues:

Implications from the decision to delay the payment (implementation) of the wage enhancement will result in approximately 10,000 ECEs being affected with payment coming at the end of the fiscal; s.13; s.17
s.13; s.17

Communications Objectives:

- Inform child care sector of upcoming \$2 per hour wage enhancement.
- Mitigate potential negative response to government's decision to delay payment until Jan/Feb 2022.

Key Messages to Stakeholders:**Top messages:**

- As part of Government's ECE Recruitment and Retention Strategy, front-line Early Childhood Educators (ECEs) working in licensed child care facilities will soon be eligible to receive wage enhancement up to a total of \$4 per hour, bringing the median wage for ECEs to about \$25/hour.
- This is the third wage enhancement offered to licensed ECEs since September 2019.
- ECEs will begin receiving the benefit in early 2022 and it will be retroactive to September 2021.
- As of April 2021, the Province has invested over \$62 million to provide more than 13,800 early childhood educators with wage enhancements.
- Earlier this month, we announced an extension of the Canada-British Columbia Early Learning and Child Care Agreement and a one-time federal investment of \$48.8 million in 2021-2022 to support B.C.'s early childhood educator recruitment and retention efforts.
- Our partnership with the Government of Canada will further support recruitment and retention of child care workers through the development of a professional wage grid, something advocates have been calling for.

- Government has also expanded student bursaries to help with the cost of post-secondary education and created new, more flexible training opportunities for people interested in becoming certified ECEs.
 - \$16 million in funding has gone to the ECE Bursary program, which has provided roughly 8,000 bursaries and workforce-development supports for students pursuing a career in child care.
 - An additional \$5.2 million is available to ECE students for the 2020-21 academic year.
- BC Budget's 2021 invests in 110 more seats at post-secondary institutions and more on-the-job training – bringing the total number of early childhood educator seats created since the beginning of Childcare BC to over 1,100.
- In 2020, MCFD expanded ECE learning opportunities through access to teaching specialists – known as pedagogists – in child care and post-secondary programs.

Secondary Messages:

- Early Childhood Educators (ECEs) are at the heart of building a universal child care system – that's why we're focusing on both ECE recruitment and retention.
- Participation in the Early Childhood Educator Wage Enhancement (ECE-WE) is optional, and child care providers can apply at any time.
- To be eligible, a child care facility must have an active funding agreement, be approved for the [Child Care Fee Reduction Initiative](#) and have at least one facility approved for ECE-WE for 2021/2022.
- Callers with questions about the ECE-WE asked to call 1 888 338 6622 and select option 2 for CCOF or option 7 for Universal Child Care Prototype Sites.

If asked about the delay:

- Part of building a universal child care system is making sure early childhood educators have access to the training and support they need, along with the compensation and recognition they deserve. This is the third wage enhancement we have implemented since September 2019.
- Between September 2019 – April 2021, we've invested over \$62 million in wage enhancements for ECEs.
- The wage enhancement will come into effect by March 2022 and be retroactively paid back to ECE's on hours worked as of September 1, 2021.

- The wage enhancement program is one way we are working to support the growth of this rewarding and in-demand profession.
- We're also investing in bursaries, professional development and more training opportunities for early childhood educators.

If pressed on why the delay:

- We apologize for the inconvenience this delay may cause.
- It's important to note the wage enhancement will be retroactive to September 1, 2021.
- Similar to 2019, setting up the system to implement an additional \$2 per hour takes time. We want to ensure a smooth implementation of the wage enhancement and ensure more eligible ECEs receive the benefit.

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Timing and Workplan:

Timing	Tactics	Stakeholders	Materials	Responsible
Aug 16	Key messages/QA for Minister	Public	KMs/QA - TBD	GCPE
Wed Aug 18	Phone calls to key stakeholders	List Below	Contact info/KMs	MO/SEDS
Thurs Aug 19	Information letter sent to providers with an active Funding Agreement and at least one facility approved from ECE-WE for 2021/22. Letter will inform the sector that a third round of ECE-WE will be implemented early in the new year retroactive to September 1, 2021.	CCOF facilities	Letter	SEDS/ policy
August 17	Key messages provided to call centre staff on implementation of WE schedule	ECEs/Operators	KMs	SEDS
August 17	Questions/Answers provided to call centre staff on implementation of WE schedule	ECEs/Operators	QA	Policy (CCOF)

August 19	Update ECE-WE web page informing of the implementation of WE payment schedule	Public	Web	SEDS
August 19	Form letter to be used in correspondence responses.	Public	Letter	SEDS

Risks:

	Likelihood	Impact	Mitigation
<i>Describe the risk to government or stakeholders</i>	<i>High/Medium/Low</i>	<i>High/Medium/Low</i>	<i>Explain the strategy for mitigating this risk</i>
Influx of correspondence from sector/stakeholders	High	Low	Develop approved key messages for call centre staff and form letter responses ready to go once news is communicated to sector.

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Key Stakeholders:

Minister's Office to Contact:

- **Provincial Child Care Council (PCCC)**
 - Sandra Menzer Chair
 - s.22
 -
 -
- **Coalition of Child Care Advocates of BC**
 - Susan Harney Board member
 - info@cccabc.bc.ca
 - (604) 515-5439
 - Sharon Gregson (\$10aday) sgregson@telus.net
- **Early Childhood Educators of BC (ECEBC)**
 - Emily Gawlick (Mlieczko) Executive Director
 - Executive.Director@ecebc.ca
 - 604-709-6063 ext 2
- **Play School Platoon (In-Home Multi-Age, Grand Forks)**
 - Yvonne Coupland
 - ycoupland@telus.net
 - 250-442-3024
- **Multi-Age Child Care Association of BC**
 - Lindsay Vanatko
- **BC Aboriginal Child Care Society (BCACCS)**
 - Karen Isaac Executive Director
 - Karen@acc-society.bc.ca
 - 604-913-9128 ext 222

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ECE Employers' Unions and Associations – Workforce Group Members

- **David Fleming** Canadian Union of Public Employees of BC
 - dfleming@cupe.ca
 - 604-291-9119
- **Stephanie Smith** President, BC Government Employees' Union
 - president@bcgeu.ca
 - s.22 | Assistant's Direct Line: 604-343-1223

SEDS to Contact:

- **Tanya Behardien** President, The Federation of Community Social Services of BC
 - Tanya.Behardien@OneSkyCommunity.com
 - 250-487-3367
- **Gentil Mateus** CEO, Community Social Services Employers Association
 - gmateus@cssea.bc.ca
 - dsmall@cssea.bc.ca
 - 604 551 9382
- **Vancouver Society of Children's Centres (child care provider)**
 - **Bernice Scholten** Chief Executive Officer
 - (604) 718-6559
 - bernices@vsocc.org
- **YMCA of Greater Vancouver**
 - **Cathy Poole** VP for Children and Youth
 - (604) 939-9622
 - cathy.poole@gv.ymca.ca
- **Aboriginal Head Start Association of British Columbia (AHSBC)**
 - **Joan Gignac** Executive Director
 - executivedirector@ahsabc.com

- 250-858-4543
- **Métis Nation of BC**
 - **Sharlene Wedel Metis** Early Years Manager
 - swedel@mnhbc.ca
 - 604-557-5851 CELL: 604-787-5080
- **Inclusion BC**
 - **Karla Verschoor** Executive Director
 - 604-764-2591 ext 516
- **Association of Neighbourhood Houses BC (ANHBC)**
 - **Rhea Hubbard** Contact, Kensington Prairie
 - rhubbard@alexhouse.net
 - 604-535-0015
 - **Frog Hollow PT site**
 - **Anna Cuomo** Contact
 - annac@froghollow.bc.ca
 - 604-251-1225 ext 230
 - **Liz Lougheed Green**
 - Chief Executive Officer
 - elgreen@anhbc.org
 - 604-875-9111 x 107

2021 ECE-WE

Key messages

Updated: August 16, 2021

Key Messages to Stakeholders:

Top messages:

- As part of Government's ECE Recruitment and Retention Strategy, front-line Early Childhood Educators (ECEs) working in licensed child care facilities will soon be eligible to receive wage enhancement up to a total of \$4 per hour, bringing the median wage for ECEs to about \$25/hour.
- This is the third wage enhancement offered to licensed ECEs since September 2019.
- ECEs will begin receiving the benefit in early 2022 and it will be retroactive to September 1 2021.
- As of April 2021, the Province has invested over \$62 million to provide more than 13,800 early childhood educators with wage enhancements.
- Earlier this month, we announced an extension of the Canada-British Columbia Early Learning and Child Care Agreement and a one-time federal investment of \$48.8 million in 2021-2022 to support B.C.'s early childhood educator recruitment and retention efforts.
- Our partnership with the Government of Canada will further support recruitment and retention of child care workers through the development of a professional wage grid, something advocates have been calling for.
- Government has also expanded student bursaries to help with the cost of post-secondary education and created new, more flexible training opportunities for people interested in becoming certified ECEs.
 - \$16 million in funding has gone to the ECE Bursary program, which has provided roughly 8,000 bursaries and workforce-development supports for students pursuing a career in child care.
 - An additional \$5.2 million is available to ECE students for the 2020-21 academic year.
- BC Budget's 2021 invests in 110 more seats at post-secondary institutions and more on-the-job training – bringing the total number of early childhood educator seats created since the beginning of Childcare BC to over 1,100.
- In 2020, MCFD expanded ECE learning opportunities through access to teaching specialists – known as pedagogists – in child care and post-secondary programs.

Secondary Messages:

- Early Childhood Educators (ECEs) are at the heart of building a universal child care system – that's why we're focusing on both ECE recruitment and retention.

- Participation in the Early Childhood Educator Wage Enhancement (ECE-WE) is optional, and child care providers can apply at any time.
- To be eligible, a child care facility must have an active funding agreement, be approved for the [Child Care Fee Reduction Initiative](#) and have at least one facility approved for ECE-WE for 2021/2022.
- Callers with questions about the ECE-WE asked to call 1 888 338 6622 and select option 2 for CCOF or option 7 for Universal Child Care Prototype Sites.

If asked about the delay:

- Part of building a universal child care system is making sure early childhood educators have access to the training and support they need, along with the compensation and recognition they deserve. This is the third wage enhancement we have implemented since September 2019.
- Between September 2019 – April 2021, we've invested over \$62 million in wage enhancements for ECEs.
- The wage enhancement will come into effect by March 2022 and be retroactively paid back to ECE's on hours worked as of September 1, 2021.
- The wage enhancement program is one way we are working to support the growth of this rewarding and in-demand profession.
- We're also investing in bursaries, professional development and more training opportunities for early childhood educators.

If pressed on why the delay:

- We apologize for the inconvenience this delay may cause.
- It's important to note the wage enhancement will be retroactive to September 1 2021.
- Similar to 2019, setting up the system to implement an additional \$2 per hour takes time. We want to ensure a smooth implementation of the wage enhancement and ensure more eligible ECEs receive the benefit.

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ECE-WE Rate Increase – Technical FAQs

Q: When is the retroactive period for the ECE-WE rate increase?

A: The retroactive period for hours worked will begin on September 1, 2021.

Q: How much can an ECE expect to receive in retroactive pay?

A: A full-time ECE can receive an estimated retroactive pay in the range of \$1,500 to \$2,300 if the \$2 increase from \$2 to \$4 ECE WE payment is deferred for 6 months. (Sept 1, 2021-February 28, 2022 deferred to March 2022).

*With the range calculated as 30hrs for a full-time worker to the program cap of 195 hrs per month.

Low Scenario:

30h per week * (52/12) * \$2 * 6 months = \$1,560

High Scenario:

195h per month cap * \$2 * 6 months = \$2,340

Q: Why is payment of the ECE-WE rate increase going to be made by March 2022? Why will it be paid retroactively?

A: We want to ensure a smooth implementation of the wage enhancement. This will take a bit more time than at first anticipated. Nonetheless, payment will be retroactive with ECEs receiving the \$2 lift back to hours worked as of September 1st.

Q: The ECE-WE rate increase is effective September 1, but the retroactive payment is not being made until 2022. Do I need to pay my ECE's the increased rate now?

A: Providers are not required to pay the increased rate until they receive the retroactive payment. Any payments made over and above the existing \$2 per hour rate prior to receiving the retroactive lump sum payment are at the provider's own risk.

Per your Funding Agreement you are required to distribute the ECE-WE to your eligible employees no later than 30 days **after** receipt of the funding.

Q: Do ECEs who change employers, before the rate increase comes into effect in March 2022, still qualify for retroactive payment? What do I do if I can't contact my old employer? What if I leave the sector?

A: Yes, the ECE WE increase will apply to ECEs who change employers for any hours worked from September 1, 2021. The CCOF/ECE WE Funding Agreement outlines the requirement for ECE Employers to contact former ECE Employees to make arrangements to provide former with any outstanding payments that may be owed to them under the agreement.

Q: Am I required to retroactively pay my ECEs if my facility closes before March 2022?

Will there be changes made to the reporting process during the retroactive period?

A: Yes. If your facility closes before March 2022, you will be required to pay employees for any hours worked from September 1, 2021 to when you close. You should ensure you keep employee records for past employees to facilitate this. You should continue to claim Hours Worked by eligible ECE Employees as usual, throughout the retroactive period.

Q: Is participation in ECE-WE mandatory for providers in receipt of CCOF? How do I apply?

A: Participation in the Early Childhood Educator Wage Enhancement (ECE-WE) is optional, and child care providers can apply at any time. To be eligible, a child care facility must have an active funding agreement and, if eligible, be approved for the [Child Care Fee Reduction Initiative](#). If you decide to apply for ECE-WE after opting out in your Program Confirmation Form (PCF), you can contact us and we can unlock your PCF so you can apply for the program. [Universal Child Care Prototype Sites](#) are also eligible to apply.

Q: What if I change position from ECE to a manager?

A: ECE WE is available to all eligible ECEs, as per the Funding Guidelines. If you change positions and are no longer a “front-line” ECE that provides care to children, you would not be eligible for the wage enhancement. You will still be eligible to receive the retroactive payment for any hours you worked as an eligible ECE after September 1, 2021.

Q: How much has the province invested in ECE wages so far?

A: As of April 2021, the Province has invested over \$62 million to provide more than 13,800 early childhood educators with wage enhancements. This is the third wage enhancement offered to licensed ECEs since September 2019 and will bring the median wage for ECEs to about \$25/hour.

Q: What else are you doing to support ECEs? The sector?

A: Early Childhood Educators (ECEs) are at the heart of building a universal child care system – that’s why we’re focusing on both ECE recruitment and retention. We are supporting ECE's and the Child Care Sector through:

- Providing bursary funding to complete post-secondary Early Childhood Educator (ECE) certification. \$16 million in funding has gone to the ECE Bursary program. It has provided roughly 8,000 bursaries and workforce-development supports for students pursuing a career in child care. An additional \$5.2 million is available to ECE students for the 2020-21 academic year.
- We are funding new ECE seats at B.C. post-secondary institutions. These seats range from part-time certificates to full-time diplomas. The Ministry of Advanced Education and Skills Training has invested \$7.4 million over the past three years (2018-2021). An additional 895 ECE student seats at B.C.’s public post-secondary institutions have been funded.

- B.C.'s economic recovery plan has created targeted training opportunities. This included \$1.26 million for 108 public post-secondary student seats in early childhood educator programs.
- Work is currently underway on the new ECE act and the early learning and child care act. The ECE act aims to reduce barriers to certifications for ECEs and address the need for trained ECEs. The early learning and child care act will increase government transparency and accountability, collaboration in the sector and address fees to make child care more affordable for BC families.
- The Child Care Health and Safety Grant 2021 rolled out in July. This provided support to care providers to offset costs and training for ECEs associated with operating safely during the COVID-19 pandemic.

FW: Materials on ECE Wage Enhancement

From: Hall, Kevena MCF:EX <Kevena.Hall@gov.bc.ca>
To: Meehan, Patrick MCF:EX <Patrick.Meehan@gov.bc.ca>
Sent: July 21, 2021 5:20:05 PM PDT
Attachments: ECE WE decision note - additional info, 261047_DN for Ministers_ECE WE rate increase_V9.docx

You have all of the attached – just fyi on email below / expectations set.

From: Hall, Kevena MCF:EX <Kevena.Hall@gov.bc.ca>
Sent: July 21, 2021 5:19 PM
To: Wood, Heather FIN:EX <Heather.Wood@gov.bc.ca>; Ma, Tiffany J FIN:EX <Tiffany.Ma@gov.bc.ca>
Cc: Davison, John C PSEC:EX <John.Davison@gov.bc.ca>; Bond, Allison MCF:EX <Allison.Bond@gov.bc.ca>; Byers, Rob A MCF:EX <Rob.Byers@gov.bc.ca>; Hall, Kevena MCF:EX <Kevena.Hall@gov.bc.ca>
Subject: Materials on ECE Wage Enhancement

Hi Heather and Tiffany

As per Allison's request – sharing the DN that was tabled with our Minister's this morning and some additional information that was not included in the DN.

We are working on an updated DN, which will include the attached additional info + some additional context. We will share that updated version when available.

Kevena.

Kevena Hall
ADM, Child Care Divison
Ministry of Children and Family Development
250-360-7336

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RE: MMD MSKC meeting on wage enhancement

From: Meehan, Patrick MCF:EX
To: Wilson, Cherie MCF:EX <Cherie.Wilson@gov.bc.ca>
Sent: July 23, 2021 8:51:35 AM PDT
Thanks!

Sent from my Galaxy

----- Original message -----

From: "Wilson, Cherie MCF:EX" <Cherie.Wilson@gov.bc.ca>
Date: 2021-07-23 8:36 a.m. (GMT-08:00)
To: "Meehan, Patrick MCF:EX" <Patrick.Meehan@gov.bc.ca>
Subject: RE: MMD MSKC meeting on wage enhancement

Hi Patrick,

The meeting is set up for 10am. I have labelled it as a weekly check in with MMD

Sincerely,

Cherie Wilson | Sr. Administrative Assistant to
The Honourable Katrina Chen | Minister of State for Child Care
Rm 028 Parliament Buildings | Victoria, British Columbia | V8W 9E2
Main: 250-356-5781 | **Direct:** 250-883-0518 | **E:** Cherie.Wilson@gov.bc.ca

Grateful to be living, learning and working on the traditional territory of the Lekwungen-speaking peoples.

From: Meehan, Patrick MCF:EX <Patrick.Meehan@gov.bc.ca>
Sent: July 23, 2021 12:36 AM
To: Wilson, Cherie MCF:EX <Cherie.Wilson@gov.bc.ca>
Subject: MMD MSKC meeting on wage enhancement

Hey Cherie, can you setup half an hour in the morning with MSKC and MMD to talk wage enhancement, in advance of the meeting with MSR?

No need for staff, but myself and ashley should be on.

Thanks!

Sent from my Galaxy

RE: Meeting Material: July 23, 3:00-3:30pm Joint ECE Wage Enhancement with MSR, MMD

From: Wilson, Cherie MCF:EX <Cherie.Wilson@gov.bc.ca>
To: Chen, Katrina MCF:EX <Katrina.Chen@gov.bc.ca>
Cc: Meehan, Patrick MCF:EX <Patrick.Meehan@gov.bc.ca>
Sent: July 23, 2021 9:43:35 AM PDT
Hi,

There has been a couple extra attendees added to our Joint meeting. I have highlighted them

Attendees:

MCFD:
MSKC
Patrick - MA
MMD
Ashley -MA

MCFD Ministry:

Allison Bond – DM – optional
Kevena Hall – ADM
Aleksandra Stevanovic - ED

FIN:
MSR
Jade – SMA

John Davison President & CEO (DM) PSEC
Sean La Guardia, A/Executive Director on TB

Sincerely,

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Grateful to be living, learning and working on the traditional territory of the Lekwungen-speaking peoples.

From: Wilson, Cherie MCF:EX
Sent: July 22, 2021 1:47 PM
To: Chen, Katrina MCF:EX <Katrina.Chen@gov.bc.ca>
Cc: Meehan, Patrick MCF:EX <Patrick.Meehan@gov.bc.ca>
Subject: Meeting Material: July 23, 3:00-3:30pm Joint ECE Wage Enhancement with MSR, MMD

Hi,

Here are is key information for you Joint meeting on ECE Wage Enhancement with MMD, MSKC, MSR July 23, 3:00-3:30pm

s.15; s.17

Topic: ECE Wage Enhancement

Attendees:

MCFD:

MSKC

Patrick - MA

MMD

Ashley -MA

MCFD Ministry:

Allison Bond – DM

Kevena Hall - ADM

FIN:

MSR

Jade – SMA

John Davison President & CEO (DM) PSEC

Sincerely,

Cherie Wilson | Sr. Administrative Assistant to

The Honourable Katrina Chen | Minister of State for Child Care

Rm 028 Parliament Buildings | Victoria, British Columbia | V8W 9E2

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Withheld pursuant to/removed as

s.13 ; s.17

FW: Follow up: ECE WE Decision

From: Meehan, Patrick MCF:EX
To: Ashbourne, Jade FIN:EX <Jade.Ashbourne@gov.bc.ca>
Sent: July 26, 2021 3:30:05 PM PDT
Hey Jade, here's the latest on wage enhancement.

s.13; s.17

I think we're going to want to ask for a quick meeting between the three so that we have sign off on direction, I've asked if we can push to the 28th, but it may need to be tomorrow afternoon, is that possible?

From: Cain, Krista A MCF:EX <Krista.Cain@gov.bc.ca>
Sent: July 26, 2021 2:28 PM
To: McKay, Ashley MCF:EX <Ashley.McKay@gov.bc.ca>; Meehan, Patrick MCF:EX <Patrick.Meehan@gov.bc.ca>
Cc: Hansen, Nicole E MCF:EX <Nicole.E.Hansen@gov.bc.ca>; Stojkovic, Josipa MCF:EX <Josipa.Stojkovic@gov.bc.ca>; Wilson, Cherie MCF:EX <Cherie.Wilson@gov.bc.ca>
Subject: Follow up: ECE WE Decision

Hello

Please see below from Kevena for MMD and MSKC:

s.13; s.14; s.17

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Withheld pursuant to/removed as

s.13 ; s.14 ; s.17

RE: WE briefing

From: Meehan, Patrick MCF:EX
To: Wilson, Cherie MCF:EX <Cherie.Wilson@gov.bc.ca>
Sent: July 26, 2021 3:47:37 PM PDT
Oh, and can we include MMD and Ashley over in MCFD?

Thanks!

Sent from my Galaxy

----- Original message -----

From: "Meehan, Patrick MCF:EX" <Patrick.Meehan@gov.bc.ca>
Date: 2021-07-26 3:28 p.m. (GMT-08:00)
To: "Wilson, Cherie MCF:EX" <Cherie.Wilson@gov.bc.ca>
Subject: WE briefing

Hey Cherie,

Can we book a briefing on the Wage Enhancement with MKSC, Kevena, and Aleks for tomorrow afternoon? Katrina let me know that we can use any time from 2-4pm.

She just has some extra questions about the new chart that DMO provided us.

Thanks!

FW: Updated notes

To: Dean, Mitzi MCF:EX <Mitzi.Dean@gov.bc.ca>
Attachments: 2021.09.28 QP CC Wage Enhancement - DraftPM-BY.docx

From: McKay, Ashley MCF:EX <Ashley.McKay@gov.bc.ca>
Sent: September 29, 2021 1:57 PM
To: Dean, Mitzi MCF:EX <Mitzi.Dean@gov.bc.ca>
Subject: FW: Updated notes

Electronic copies and will print now

From: Yano, Brady GCPE:EX <Brady.Yano@gov.bc.ca>
Sent: September 29, 2021 11:10 AM
To: Gunn, Paula MCF:EX <Paula.Gunn@gov.bc.ca>; McKay, Ashley MCF:EX <Ashley.McKay@gov.bc.ca>
Subject: Updated notes

As mentioned, CC notes are still in draft.

Brady Yano (he/him)
Issues Manager
c: 250-896-2942

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Withheld pursuant to/removed as

s.13