

**2023 CWELCC - Workforce Compensation Funding (WCF)
Questions and Answers (Q&As) for Child Care Providers Participating in the CWELCC Program
Released: March 13, 2023**

These Q&As assist Service Providers in understanding the WCF program from January 1 to Dec. 31, 2023 and do not replace the [CWELCC guideline](#) and agreement. The answers in this document do not constitute legal advice. Service providers are encouraged to obtain specific financial/ legal advice as applicable.

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PROVIDER ELIGIBILITY, FUNDING, AND PAYMENTS

1. If I opt out of or withdraw from the Canada-Wide Early Learning and Child Care (CWELCC) program, can I get WCF?

No. Service providers serving CWELCC eligible children must be enrolled in the CWELCC program to access the Workforce Compensation Funding (WCF) [[CWELCC funding guideline](#) page 4].

2. I cannot enroll in the CWELCC program because my program does not serve CWELCC eligible children. Can I access the workforce compensation funding?

Email us at earlyyearssystemdivision@peelregion.ca to assess your eligibility for the WCF.

3. I am participating in CWELCC, but don't get WEG. Do I qualify?

To qualify for WCF, you need to participate in CWELCC and WEG [[CWELCC funding guideline](#) page 4]. You will have the opportunity to apply for WEG in Spring 2023. If you are approved for WEG, we will assess your eligibility for WCF.

4. In 2022, we received a memo stating we did not qualify for the WCF. Would my agency qualify in 2023?

Most child care providers received an allocation in 2023. To know your agency's allocation, refer to [question 5](#).

5. How much WCF did my agency get?

To know your agency's WCF allocation, look at the "staff wages and benefits" budget category amount of your 2023 CWELCC activated grant in GovGrants.

6. How do I know if I got a Minimum Wage Offset (MWO) allocation? I think I have staff who qualify.

The RECE wage increase, the RECE wage floor and the MWO were issued under a single budget category: "staff wages and benefits." To know if you are eligible for the MWO, complete the WCF Tool.

7. We didn't get enough funding to cover the RECE wage increase, RECE wage floor and/or the cost of the minimum wage offset for eligible staff. What do we do?

- Review the WCF section in the [CWELCC funding guideline](#) and complete the WCF tool. If you think that your agency qualifies for more funding, let us know at EarlyYearsSystemDivision@peelregion.ca.
- Service providers who experience a shortfall will have the opportunity to apply for additional funding later in the year. Spring 2023.
- In the interim, we ask that you prioritize your existing funding to support staff payments for the wage increase and floor.

8. When will the WCF be available? (RECE wage increase, RECE wage floor, and minimum wage offset).

As communicated on February 14, 2023, service providers:

- Will start receiving WCF payments during the first week of March.
- Are expected to implement the WCF by April 1, 2023 (or within the first payroll period after April 1, 2023). This includes issuing eligible staff a retroactive payment to January 1, 2023 (as applicable) and making WCF payments with the regular payroll moving forward [[CWELCC funding guideline](#) page 8].

9. Can my agency implement the WCF before April 1, 2023?

- Yes. We encourage you to implement the WCF earlier than April 1, 2023, where possible.
- **Action required:** If you implemented WCF payments before the guideline was released, we ask that you review the WCF section of the [CWELCC funding guideline](#) to ensure payments met the program's requirements and make any applicable adjustments.

10. According to GovGrants, I'm scheduled to get 10 equal payments in 2023. How does that reflect the requirement to pay retroactively to January 1, 2023?

- When we increased your budget amount, GovGrants automatically divided the total amount equally among the remaining months of the year.
- If this approach results on a cash flow issue, let us know at EarlyYearsSystemDivision@peelregion.ca.

FUNDING CONDITIONS APPLICABLE TO ALL WCF COMPONENTS

11. Is the WCF retroactive to January 1, 2023?

- Yes. While you will start receiving your WCF payments during the first week of March 2023, your WCF allocation covers the period January 1 to December 31, 2023.
- As noted on page 8 of the [CWELCC funding guideline](#), by April 1, 2023, you are required to issue the wage increase and the wage floor to eligible staff:
 - On each staff pay cheque or payment made. Include a "CWELCC" notation with the associated amounts payable on each paystub, and
 - Issue a lump-sum payment from January 1, 2023 until regular payments are implemented by your organization.

12. Do we need to issue the retroactive payment to staff who have left employment with me?

Yes. While we acknowledge this requires additional administration, eligible staff who left your agency and worked hours are eligible for the grant retroactive to January 1, 2023.

13. Can I use WCF to offset the wage raises I had planned and/or the wage raises I recently provided?

- No, you cannot use WCF to offset and/or reduce other planned compensation increases.
- Thanks to our joint advocacy to the Ministry of Education, in-year employer raises no longer impact eligibility for WCF for the current year and can be applied after WCF.

14. Does WCF apply to WIF supported hours?

Yes. WIF supported hours qualify for the WCF if the hours were supported through WEG and WCF staff eligibility criteria are met.

Please note that non-program staff who have a RECE designation and spend at least 25% of their time supporting ratios, qualify for WCF for hours worked in ratio only.

15. Does WCF apply to hours spent on staff or parent-teacher meetings?

Yes. Hours spent on staff or parent-teacher meetings for staff who meet the WCF eligibility criteria, qualify if:

- Staff gets paid for these hours.
- The hours were supported through WEG; and

Please note that non-program staff who have a RECE designation and spend at least 25% of their time supporting ratios, qualify for WCF for hours worked in ratio only.

WAGE INCREASE AND WAGE FLOOR

16. Does the up to \$1/hour wage increase apply to all staff?

The up to \$1/hour wage increase apply to staff who qualifies. To qualify, staff must:

- Be a RECE in good standing with the [College of Early Childhood Educators](#) (CECE) as outlined in the [Early Childhood Educators Act](#), 2007.
- Be employed (receive a T4) by an eligible service provider in a position categorized as:
 - RECE program staff
 - RECE supervisor (per license)
 - RECE Home Visitor

Note: Non-program staff who are a RECE in good standing with the CECE and spend at least 25% of their time meeting CCEYA ratio requirements, qualify for hours worked in ratio.

- Receive the Wage Enhancement Grant (WEG).
- Make an hourly base wage (employer paid) lower than \$23 (\$25/hour including WEG).

17. Do the wage increase and the wage floor apply to supply staff?

- Yes. Both, the wage increase and the wage floor may apply to RECE program staff, RECE supervisors and RECE home visitors regardless of employment status (temporary, part-time and full-time) as long as they are employed by the child care provider (in receipt of a T4).
- Staff hired temporarily through a third party (such as an employment agency) don't qualify.
- Refer to the [CWELCC funding guideline](#) for a full list of requirements.

18. Is the up to \$1/hour RECE wage increase capped at \$19/hour for RECE program staff?

No. The up to \$1/hour wage increase must be applied first up to the cap of \$25/hour wage cap. If your staff does not earn at least \$19/hour (including the base wage, the \$2/hour WEG

and the \$1/hour increase) then the RECE wage floor would be applied to ensure all RECE program staff earn a minimum of \$19/hour (2023 wage floor).

See [Appendix A. RECE STAFF ELIGIBILITY TABLE/EXAMPLES for clarification on](#) how the wage increase, the wage cap and the wage floor work.

19. Do the RECE wage increase and wage floor apply to all hours? (for example, paid public holidays, vacation time, sick time, etc.)

- The RECE wage increase and wage floor apply to all WEG supported hours worked by eligible positions ([CWELCC funding guideline](#)). This may include paid public holidays, vacation time, sick time, etc.
- Non-program staff with a RECE designation who works more than 25% of the time in ratio, qualify for hours worked in ratio only.
- The intention of this policy is to provide a consistent wage to eligible staff to support their job satisfaction and retention.

20. Do newly hired RECEs (staff hired in 2023) qualify for the up to \$1/hour wage increase?

- Yes. the additional \$1/hour wage increase can be given to staff hired in 2023 if the position existed on December 31, 2022, and staff base wages are comparable to other staff with the same qualifications and experience. The up to \$1/hour wage increase cannot be used to reduce employer paid base wages.
- For example, if the starting employer paid base wage for a RECE in your organization is \$18/hour (\$20 with WEG), RECE staff would qualify for the \$1/hour wage increase, bringing their wage to \$21/hour.
- You cannot use WCF to offset your existing employer paid base wages or lower your base wage. In the same example, you cannot offer a lower base wage of \$17/hour and use WCF to pay new staff \$20/hour (\$17 base wage + \$2 WEG + \$1 WCF).

21. Does the RECE wage increase and/or the wage floor include staff currently enrolled in an ECE diploma or degree?

No. Only registered members in good standing at the [College of Early Childhood Educators](#) (CECE) as a RECE qualify for this funding. Staff currently enrolled in an ECE diploma or degree may only qualify for the wage increase and/or floor once they are a registered member with the CECE.

22. Is WEG included when determining staff eligibility for the RECE wage increase and the wage floor?

Yes. To determine eligibility for the RECE wage increase and wage floor, follow the steps on page 9 of the [CWELCC funding guideline](#).

23. My agency usually increases staff salaries in March of every year. Will these increases impact eligibility for the wage increase and/or wage floor in 2023?

In-year employer wage increases don't impact staff eligibility for the 2023 WCF.

24. Is GOF included when determining staff eligibility for the WCF?

No, don't include GOF payments when determining if a staff qualifies for the WCF.

25. Is pay equity included when determining staff eligibility for the WCF?

No, don't include pay equity amounts when determining if a staff is eligible for the WCF.

26. Will we be held to the wage floor if staff are earning more than \$19/hour in 2023?

No, the wage floor is intended to bring any RECE earning less than the wage floor up to the minimum stated each year. The wage floor is not a wage ceiling or cap. You do not need to reduce or freeze wages.

27. Does the Workforce Compensation Funding help with wage compression (gap between senior and newer staff) and/or other increased payroll costs?

No, funding provided through Workforce Compensation is specific to the components of the funding: RECE wage increase, RECE wage floor and minimum wage offset.

- We continue to advocate to the Province for a wage grid that recognizes both qualifications and experience.
- You can use your CWELCC transitional operating grant (TOG) to support salaries beyond the WCF.
- We recommend that any wage enhancements related to compression paid for through the TOG be noted separately on employee paystubs as regional funding is subject to change based on provincial direction each year. You are encouraged to seek independent legal advice to ensure your salary commitments are clearly outlined in staff contracts.

28. Do staff with director approval and other non-RECE program staff qualify for the wage increase and the wage floor?

- No. It is a provincial requirement that only staff with a RECE designation are eligible for the wage floor or annual wage increase supported by WCF.
- You can use your CWELCC TOG to support salary expenses for non-RECE staff.

29. Do assistant supervisors qualify for the RECE wage increase or the RECE supervisor wage floor of \$21/hour?

- As noted on Appendix 1 of the [CWELCC funding guideline](#), a RECE supervisor is a RECE who is in a supervisor position as indicated on the license (O. Reg. 137/15 s. [53](#))
- Only RECE supervisors and home visitors qualify for the \$21/hour wage floor.
- Assistant supervisors who have a RECE designation and spend at least 25% of their time supporting CCEYA ratio requirements may qualify for the RECE wage increase and/or the RECE program staff wage floor (\$19/hour) for hours worked in program only.

30. If WCF is only for RECE, but not Montessori or others, can we use our revenues to pay these wages ourselves and give annual wage increases in line with the wage floor?

Yes, it is up to you to make the business decisions that best meet your staff recruitment and retention needs.

31. Is the WCF wage cap the same for RECE program staff, supervisors and home visitors?

Yes. Eligibility for the up to \$1/hour wage increase is capped at \$25/hour (including the base wage, WEG, and the RECE wage increase). This cap is the same for all RECEs regardless of position and experience. We will continue to advocate for a wage grid that considers qualifications, experience and level of responsibility.

32. Should monthly seniority stipends and/or year-end bonuses be factored in to the wages before determining eligibility for the RECE wage increase and/or floor?

As noted on the [CWELCC funding guideline](#), eligibility for the RECE wage increase and floor should be assessed using staff base wage plus WEG which would not include lump sum payments. We recommend you obtain independent legal advice to determine what is included in the base wage.

33. What is an employer wage increase? Is this performance based or the annual pay equity (PE) and cost-of-living adjustment (COLA)?

- Employer wage increases are any wage increases that are part of your compensation package and paid by you. They are independent from regional wage grants (such as WEG, GOF and WCF) and may include performance-based increases, inflationary increases and/or any other wage increases that are part of your organization's compensation package.
- As noted on page 11 of the [CWELCC funding guideline](#), WCF cannot be used to reduce other planned compensation increases (including merit increases) for eligible staff.

34. What do you mean by apply employer wage increases afterwards?

- A number of staff in the sector benefit from compensation packages that include employer paid performance, seniority and other wage increases.
- In 2023, these in-year increases should not be included when determining eligibility for the RECE wage increase and floor and should be applied as planned, on top and above the WCF RECE wage increase and floor.

35. Does the RECE wage increase and wage floor communication need to be sent to all staff?

- No. As noted in page 12 of the [CWELCC funding guideline](#), the requirement to share written information about the 2023 RECE Wage Increase and RECE Wage Floor by April 1, 2023 applies to eligible staff only.
- It is up to your agency to decide if the information is shared with non-eligible staff.

36. The RECE annual wage increase and wage floor are not part of my employment contract. Is there anything we can do to reduce concerns amongst our RECEs?

Regional grants should not be part of your employer paid base salary. We recommend you seek independent legal counsel regarding any legal implications of implementing the WCF. Refer to [question 45](#) to learn more about funding supports for legal services.

MINIMUM WAGE OFFSET (MWO)

37. Does a non-RECE program staff who was paid \$17 (\$15 base wage plus \$2 WEG) on September 30, 2022 qualify for MWO in 2023?

- Yes. As noted on page 10 of the [CWELCC funding guideline](#), eligibility for MWO is based on base wages (before grants) for eligible positions.
- All employers must meet mandatory minimum wage requirements as they come into effect. Employees who earned a \$15 base wage on September 30, 2022 should have had their base wage updated to \$15.50 as of October 31, 2022. MWO is helping you cover that gap in 2023.

38. Do cooks qualify for the MWO?

Non-program positions such as cooks may qualify for MWO for hours worked supporting CCEYA ratio requirements if the position spends at least 25% of their time in ratio. Hours worked outside of ratio are not supported.

39. Does the minimum wage offset amount get paid to staff?

No. Employers must meet their minimum wage requirements as required by the law. Staff must have already received their minimum wage increases. Eligible service providers can use this funding up to the amount equal to what you actually paid to bring eligible staff up to the minimum wage to pay for other expenses.

40. If there is a minimum wage increase in October 2023, will the MWO help the increase?

If an October 2023 minimum wage increase is confirmed, we will work with the Province to understand what funding is available.

BENEFITS

41. Are the 17.5% benefits applied over the total wage or only the incremental WCF amount?

The 17.5% benefits are applied to the incremental WCF amount. If staff gets \$18/hour base wage, plus \$2/hour WEG, plus \$1/hour WCF wage increase, the WCF 17.5% benefits are calculated on the \$1/hour wage increase which equals \$0.175/hour.

42. What happens if our current benefits paid to employees exceed 17.5%?

- As noted in the Ministry's [2023 Canada-Wide early Learning and Child Care Guideline](#), WCF allocations include up to 17.5% in benefits to help you cover the incremental benefits that result from the implementation of the WCF.
- Service providers who experience a shortfall will have the opportunity to apply for additional funding in Spring 2023.

43. My benefits are 13.5% of my salary cost. Can I provide new benefits with the extra 4%?

No. New or additional benefits are not eligible under this funding.

44. Some of the benefits offered by my organization are paid as wages. Do I claim those expenses through wages or benefits?

The design of your compensation package may impact what is a wage and what is a benefit. If you have questions about what wages are and what benefits are, we strongly encourage you to consult your accountant and/or lawyer.

OTHER

45. Will the Region support independent legal advice on the implementation of the WCF?

The WCF is part of the CWELCC program. You may use your CWELCC TOG to support legal fees if you require legal advice when implementing the WCF.

46. Can I add the WCF to other payroll notations?

No, each Regional wage enhancement program requires different payroll notations as follows:

- WCF: "CWELCC" notation
- WEG: "Provincial Child Care wage Enhancement Grant" notation
- GOF: "General Operating Fund" notation

We recognize that having different payroll notations may be challenging for some service providers. An automated payroll notation supports the transparency of the funding (to staff, service providers and the Region), increases accountability and reduces long-term administrative burden to service providers and the Region.

47. I have a WIF line on my paycheque, do we need to add CWELCC too?

Yes. The Workforce Innovation Funding (WIF) is a different funding that supports pilot initiatives like the paid planning time, the paid professional learning time and professional learning costs. It is different than the WCF, and, therefore, needs a separate notation.

48. Is there any funding available to an ECA whose base wage is \$16/hour and works 100% of their time in program?

- In this example, the staff does not meet the eligibility criteria for any of the WCF components but could qualify for \$2/hour WEG and GOF (if your agency qualifies for GOF).
- You may use your CWELCC TOG to support increased staffing costs not supported through other programs.

49. We appreciate the help with the wages but there are too many programs and reporting requirements. Will the reporting requirements be streamlined?

We are only collecting the information that the Province requires us to collect for CWELCC.

We recognize that the compensation approach under CWELCC, combined with the existing funding for salaries and wages, is complex and complicated. To support you with the CWELCC Compensation programs this year, you may refer to:

- The WCF Tool to help you determine your budget
- The examples in the [CWELCC funding guideline](#) and [Appendix A in this document](#).

The Ministry has committed to working on the development of a new Child Care Funding Formula (CCFF) for years beyond 2023 that aims to integrate the current approach for allocating child care funds with the new CWELCC program. We will continue to advocate to the Province for more streamlined wage support programs for the sector and hope to see this feedback reflected in the 2024 Child Care Funding Formula.

APPENDIX A. RECE STAFF ELIGIBILITY TABLE / EXAMPLES

RECE Program Staff							
Example	2023 Hourly Base Wage (employer paid)	Hourly WEG	2023 Hourly Wage	2023 Hourly Wage Increase	Hourly wage with wage increase	2023 Wage Floor (\$19/hour)	2023 Total Wage
1	\$ 15.50	\$ 2.00	\$ 17.50	\$ 1.00	\$ 18.50	\$ 0.50	\$ 19.00
2	\$ 16.00	\$ 2.00	\$ 18.00	\$ 1.00	\$ 19.00	\$ -	\$ 19.00
3	\$ 16.50	\$ 2.00	\$ 18.50	\$ 1.00	\$ 19.50	\$ -	\$ 19.50
4	\$ 17.00	\$ 2.00	\$ 19.00	\$ 1.00	\$ 20.00	\$ -	\$ 20.00
5	\$ 17.50	\$ 2.00	\$ 19.50	\$ 1.00	\$ 20.50	\$ -	\$ 20.50
6	\$ 18.00	\$ 2.00	\$ 20.00	\$ 1.00	\$ 21.00	\$ -	\$ 21.00
7	\$ 18.50	\$ 2.00	\$ 20.50	\$ 1.00	\$ 21.50	\$ -	\$ 21.50
8	\$ 19.00	\$ 2.00	\$ 21.00	\$ 1.00	\$ 22.00	\$ -	\$ 22.00
9	\$ 19.50	\$ 2.00	\$ 21.50	\$ 1.00	\$ 22.50	\$ -	\$ 22.50
10	\$ 20.00	\$ 2.00	\$ 22.00	\$ 1.00	\$ 23.00	\$ -	\$ 23.00
11	\$ 20.50	\$ 2.00	\$ 22.50	\$ 1.00	\$ 23.50	\$ -	\$ 23.50
12	\$ 21.00	\$ 2.00	\$ 23.00	\$ 1.00	\$ 24.00	\$ -	\$ 24.00
13	\$ 21.50	\$ 2.00	\$ 23.50	\$ 1.00	\$ 24.50	\$ -	\$ 24.50
14	\$ 22.00	\$ 2.00	\$ 24.00	\$ 1.00	\$ 25.00	\$ -	\$ 25.00
15	\$ 22.50	\$ 2.00	\$ 24.50	\$ 0.50	\$ 25.00	\$ -	\$ 25.00
16	\$ 23.00	\$ 2.00	\$ 25.00	\$ -	\$ 25.00	\$ -	\$ 25.00
17	\$ 23.50	\$ 2.00	\$ 25.50	\$ -	\$ 25.50	\$ -	\$ 25.50

Wage Floor (rows 1-15)
Wage Increase Cap \$25/hour (rows 16-17)

RECE Supervisors and Home Visitors							
Example	2023 Hourly Base Wage (employer paid)	Hourly WEG	2023 Hourly Wage	2023 Hourly Wage Increase	Hourly wage with wage increase	2023 Wage Floor (\$21/hour)	2023 Total Wage
18	\$ 15.50	\$ 2.00	\$ 17.50	\$ 1.00	\$ 18.50	\$ 2.50	\$ 21.00
19	\$ 16.00	\$ 2.00	\$ 18.00	\$ 1.00	\$ 19.00	\$ 2.00	\$ 21.00
20	\$ 16.50	\$ 2.00	\$ 18.50	\$ 1.00	\$ 19.50	\$ 1.50	\$ 21.00
21	\$ 17.00	\$ 2.00	\$ 19.00	\$ 1.00	\$ 20.00	\$ 1.00	\$ 21.00
22	\$ 17.50	\$ 2.00	\$ 19.50	\$ 1.00	\$ 20.50	\$ 0.50	\$ 21.00
23	\$ 18.00	\$ 2.00	\$ 20.00	\$ 1.00	\$ 21.00	\$ -	\$ 21.00
24	\$ 18.50	\$ 2.00	\$ 20.50	\$ 1.00	\$ 21.50	\$ -	\$ 21.50
25	\$ 19.00	\$ 2.00	\$ 21.00	\$ 1.00	\$ 22.00	\$ -	\$ 22.00
26	\$ 19.50	\$ 2.00	\$ 21.50	\$ 1.00	\$ 22.50	\$ -	\$ 22.50
27	\$ 20.00	\$ 2.00	\$ 22.00	\$ 1.00	\$ 23.00	\$ -	\$ 23.00
28	\$ 20.50	\$ 2.00	\$ 22.50	\$ 1.00	\$ 23.50	\$ -	\$ 23.50
29	\$ 21.00	\$ 2.00	\$ 23.00	\$ 1.00	\$ 24.00	\$ -	\$ 24.00
30	\$ 21.50	\$ 2.00	\$ 23.50	\$ 1.00	\$ 24.50	\$ -	\$ 24.50
31	\$ 22.00	\$ 2.00	\$ 24.00	\$ 1.00	\$ 25.00	\$ -	\$ 25.00
32	\$ 22.50	\$ 2.00	\$ 24.50	\$ 0.50	\$ 25.00	\$ -	\$ 25.00
33	\$ 23.00	\$ 2.00	\$ 25.00	\$ -	\$ 25.00	\$ -	\$ 25.00
34	\$ 23.50	\$ 2.00	\$ 25.50	\$ -	\$ 25.50	\$ -	\$ 25.50

Wage Floor (rows 18-22)
Wage Increase Cap \$25/hour (rows 32-34)