

LETTER OF UNDERSTANDING

Between:

Kenora-Rainy River Districts Child and Family Services
(Hereinafter called the 'Employer')

-and-

**The Canadian Union of Public Employees
and it's Local 2332**
(Hereinafter called the 'Union')

Re: Bill 124 – Wage Reopener - Settlement

1. In accordance with the Letter of Understanding – Bill-124 signed March 22, 2023 - the parties hereto agree to the terms of this Letter of Understanding constituting full settlement of all matters concerning the reopening of the agreement with respect to compensation following the ruling that bill 124 was found to be void and of no effect in the decision of **the Ontario English Catholic Teachers Assoc. v. His Majesty, 2022 ONSC 6658**.
2. The parties further agree that the Collective Agreement shall continue to incorporate all of the current terms, together with the revised Schedule "A" attached as Appendix A.
3. The parties agree that the wages as reflected in the revised Schedule "A" will be effective on the date ratification. Wage increases will be retroactive to April 1, 2022. The changes to the schedule "A" are calculated as follows:
 - a. 2022 – 1% (as originally agreed to in the Collective Agreement- signed March 22, 2023)
+ \$0.60/h
 - b. 2023 - 1% (as originally agreed to in the Collective Agreement- signed March 22, 2023)
+ \$0.60/h
 - c. 2024 - 1% (as originally agreed to in the Collective Agreement- signed March 22, 2023)
+ \$0.60/h
4. With respect to any decision the courts make regarding outstanding remedies from **the Ontario English Catholic Teachers Assoc. v. His Majesty, 2022 ONSC 6658** decision, the parties agree and have a shared understanding that no remedies from this decision will result in any further financial obligation on the part of the Employer.
5. The parties agree that this Letter of Understanding is entered into on a without prejudice and without precedent basis.

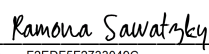
Signed this 1 day of August, 2023.

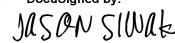
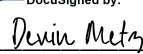
SIGNED ON BEHALF OF:

KENORA-RAINY RIVER DISTRICTS
CHILD & FAMILY SERVICES

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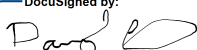
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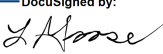
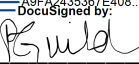
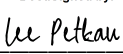
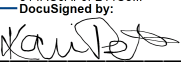
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SIGNED ON BEHALF OF:

THE CANADIAN UNION OF PUBIC
EMPLOYEES AND ITS LOCAL 2332

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Signed August
2, 2023

Appendix A – Revised Schedule “A”KENORA-RAINY RIVER DISTRICTS
CHILD AND FAMILY SERVICES

SALARY SCALE - APRIL 1, 2022

(1% increase + \$0.60/h)

		1	2	3	4	5	6	7	8
CLASSIFICATION									
Child Welfare Worker 1 <BSW	YEARLY	54606	57016	59535	62168	64917	67789	70794	73933
	HOURLY	31.11	32.49	33.92	35.42	36.99	38.63	40.34	42.13
Child Welfare Worker 2 BSW	YEARLY	59535	62168	64917	67789	70794	73933		
	HOURLY	33.92	35.42	36.99	38.63	40.34	42.13		
Child Welfare Worker 3 MSW	YEARLY	66267	69200	72267	75470	78821	82320		
	HOURLY	37.76	39.43	41.18	43.00	44.91	46.91		
Clinical/Comm. Worker 1 <BSW	YEARLY	49251	51420	53687	56056	58532	61117	63821	66645
	HOURLY	28.06	29.30	30.59	31.94	33.35	34.82	36.37	37.97
Clinical/Comm. Worker 2 BSW or Degrees allowing registration within the Psychotherapy Act	YEARLY	53687	56056	58532	61117	63821	66645		
	HOURLY	30.59	31.94	33.35	34.82	36.37	37.97		
Clinical/Comm. Worker 3 and Psychometrist MSW	YEARLY	59743	62385	65144	68029	71044	74193		
	HOURLY	34.04	35.55	37.12	38.76	40.48	42.28		
Child Care I (based on 76 hrs biwkly)	YEARLY	44750	46710	48761	50900	53137	55475		
	HOURLY	22.65	23.64	24.68	25.76	26.89	28.07		
Child Care II (based on 76 hrs biwkly)	YEARLY	48761	50900	53137	55475				
	HOURLY	24.68	25.76	26.89	28.07				
Casual Support		19.54	20.38	21.28					

KENORA-RAINY RIVER DISTRICTS
CHILD AND FAMILY SERVICES

SALARY SCALE - APRIL 1, 2022 (1% increase + \$0.60/h)

CLASSIFICATION

		1	2	3	4	5	6	7
Receptionist/Switchboard	YEARLY	33959	35439	36988	38604	40294	42062	43905
Operator/File Clerk	HOURLY	19.35	20.19	21.08	22.00	22.96	23.97	25.02
Administrative Assistant	YEARLY	37758	39409	41136	42938	44823	46793	48853
	HOURLY	21.51	22.46	23.44	24.47	25.54	26.66	27.84
Facilities/Maintenance Lead	YEARLY	50046	52238	55286	58357	61426	64081	67543
(based on 80 hrs biwkly)	HOURLY	24.06	25.11	26.58	28.06	29.53	30.81	32.47
Facilities/Maintenance Worker	YEARLY	41763	43586	45492	47483	49563	51738	54009
(Based on 80 hrs-biwkly)	HOURLY	20.08	20.95	21.87	22.83	23.83	24.87	25.97
Finance Clerk	YEARLY	41250	43059	44950	46923	48989	51146	53400
	HOURLY	23.50	24.53	25.61	26.74	27.91	29.14	30.43
Information Systems Administrator	YEARLY	49596	51782	54065	56449	58943	61549	64270
	HOURLY	28.26	29.51	30.81	32.16	33.59	35.07	36.62
Help Desk Technician	YEARLY	37758	39409	41136	42938	44823	46793	48853
	HOURLY	21.51	22.46	23.44	24.47	25.54	26.66	27.84
Legal Administrative Assistant	YEARLY	42066	43911	45841	47855	49962	52163	54462
	HOURLY	23.97	25.02	26.12	27.27	28.47	29.72	31.03
Information Technology Tech.	YEARLY	42223	44075	46655	49239	51820	54060	56983
	HOURLY	24.06	25.11	26.58	28.06	29.53	30.80	32.47

KENORA-RAINY RIVER CHILD AND
FAMILY SERVICES

SALARY SCALE - APRIL 1, 2022 (1% increase + \$0.60/h)

CLASSIFICATION		1	2	3	4	5	6	7
Residential Worker 1	YEARLY	47105	49169	51327	53580	55935	58396	
(based on 80 hrs. biwkly)	HOURLY	22.65	23.64	24.68	25.76	26.89	28.08	
Residential Worker 2	YEARLY	51327	53580	55935	58396			
(based on 80 hrs. biwkly)	HOURLY	24.68	25.76	26.89	28.08			
Youth Support Worker	YEARLY	42963	44850	46820	48879			
	HOURLY	24.48	25.56	26.68	27.85			
Family Support Practitioner	YEARLY	41136	42938	44823	46793	48853	51003	53250
	HOURLY	23.44	24.47	25.54	26.66	27.84	29.06	30.34
Case Aide	YEARLY	37758	39409	41136	42938	44823	46793	48853
	HOURLY	21.51	22.46	23.44	24.47	25.54	26.66	27.84
Cultural Services Worker	YEARLY	48364	50473	52718	55042	57470	60010	
	HOURLY	27.56	28.76	30.04	31.36	32.75	34.19	

KENORA-RAINY RIVER DISTRICTS
CHILD AND FAMILY SERVICES

SALARY SCALE - APRIL 1, 2023

(1% increase + \$0.60/h)

		1	2	3	4	5	6	7	8
CLASSIFICATION									
Child Welfare Worker 1 <BSW	YEARLY	56206	58639	61183	63842	66619	69520	72555	75726
	HOURLY	32.03	33.41	34.86	36.38	37.96	39.61	41.34	43.15
Child Welfare Worker 2 BSW	YEARLY	61183	63842	66619	69520	72555	75726		
	HOURLY	34.86	36.38	37.96	39.61	41.34	43.15		
Child Welfare Worker 3 MSW	YEARLY	67982	70945	74042	77278	80662	84196		
	HOURLY	38.74	40.42	42.19	44.03	45.96	47.97		
Clinical/Comm. Worker 1 <BSW	YEARLY	50797	52987	55277	57670	60170	62781	65512	68365
	HOURLY	28.94	30.19	31.50	32.86	34.28	35.77	37.33	38.95
Clinical/Comm. Worker 2 BSW or Degrees allowing registration within the Psychotherapy Act	YEARLY	55277	57670	60170	62781	65512	68365		
	HOURLY	31.50	32.86	34.28	35.77	37.33	38.95		
Clinical/Comm. Worker 3 and Psychometrist MSW	YEARLY	61394	64062	66849	69763	72807	75988		
	HOURLY	34.98	36.50	38.09	39.75	41.49	43.30		
Child Care I (based on 76 hrs biwkly)	YEARLY	46383	48363	50434	52594	54854	57216		
	HOURLY	23.47	24.48	25.52	26.62	27.76	28.96		
Child Care II (based on 76 hrs biwkly)	YEARLY	50434	52594	54854	57216				
	HOURLY	25.52	26.62	27.76	28.96				
Casual Support		20.34	21.19	22.09					

KENORA-RAINY RIVER DISTRICTS
CHILD AND FAMILY SERVICES

SALARY SCALE - APRIL 1, 2023

(1% increase + \$0.60/h)

CLASSIFICATION

		1	2	3	4	5	6	7
Receptionist/Switchboard	YEARLY	35351	36847	38411	40043	41750	43535	45397
Operator/File Clerk	HOURLY	20.14	21.00	21.89	22.82	23.79	24.81	25.87
Administrative Assistant	YEARLY	39189	40856	42600	44421	46324	48314	50394
	HOURLY	22.33	23.28	24.27	25.31	26.40	27.53	28.71
Facilities/Maintenance Lead	YEARLY	51794	54008	57087	60188	63288	65970	69466
(based on 80 hrs biwkly)	HOURLY	24.90	25.97	27.45	28.94	30.43	31.72	33.40
Facilities/Maintenance Worker	YEARLY	43429	45270	47195	49206	51307	53503	55797
(based on 80 hrs biwkly)	HOURLY	20.88	21.76	22.69	23.66	24.67	25.72	26.83
Finance Clerk	YEARLY	42715	44542	46452	48445	50532	52710	54987
	HOURLY	24.34	25.38	26.47	27.60	28.79	30.03	31.33
Information Systems Administrator	YEARLY	51145	53353	55659	58066	60586	63217	65966
	HOURLY	29.14	30.40	31.71	33.09	34.52	36.02	37.59
Help Desk Technician	YEARLY	39189	40856	42600	44421	46324	48314	50394
	HOURLY	22.33	23.28	24.27	25.31	26.40	27.53	28.71
Legal Administrative Assistant	YEARLY	43540	45403	47352	49387	51514	53738	56059
	HOURLY	24.81	25.87	26.98	28.14	29.35	30.62	31.94
Information Technology Tech.	YEARLY	43698	45569	48175	50784	53391	55653	58606
	HOURLY	24.90	25.97	27.45	28.94	30.42	31.71	33.39

KENORA-RAINY RIVER DISTRICTS
CHILD AND FAMILY SERVICES

SALARY SCALE - APRIL 1, 2023

(1% increase + \$0.60/h)

CLASSIFICATION		1	2	3	4	5	6	7
Residential Worker 1	YEARLY	48824	50909	53088	55364	57743	60228	
(based on 80 hrs. biwkly)	HOURLY	23.47	24.48	25.52	26.62	27.76	28.96	
Residential Worker 2	YEARLY	53088	55364	57743	60228			
(based on 80 hrs. biwkly)	HOURLY	25.52	26.62	27.76	28.96			
Youth Support Worker	YEARLY	44446	46351	48341	50421			
	HOURLY	25.33	26.41	27.54	28.73			
Family Support Practitioner	YEARLY	42600	44421	46324	48314	50394	52566	54835
	HOURLY	24.27	25.31	26.40	27.53	28.71	29.95	31.25
Case Aide	YEARLY	39189	40856	42600	44421	46324	48314	50394
	HOURLY	22.33	23.28	24.27	25.31	26.40	27.53	28.71
Cultural Services Worker	YEARLY	49901	52030	54298	56645	59098	61663	
	HOURLY	28.43	29.65	30.94	32.28	33.67	35.14	

KENORA-RAINY RIVER DISTRICTS
CHILD AND FAMILY SERVICES
SALARY SCALE - APRIL 1, 2024

		(1% increase + \$0.60/h)							
CLASSIFICATION		1	2	3	4	5	6	7	8
Child Welfare Worker 1 <BSW	YEARLY	57821	60278	62848	65534	68338	71268	74334	77536
	HOURLY	32.95	34.35	35.81	37.34	38.94	40.61	42.36	44.18
Child Welfare Worker 2 BSW	YEARLY	62848	65534	68338	71268	74334	77536		
	HOURLY	35.81	37.34	38.94	40.61	42.36	44.18		
Child Welfare Worker 3 MSW	YEARLY	69715	72707	75836	79104	82522	86091		
	HOURLY	39.72	41.43	43.21	45.07	47.02	49.05		
Clinical/Comm. Worker 1 <BSW	YEARLY	52358	54570	56883	59299	61825	64462	67220	70101
	HOURLY	29.83	31.09	32.41	33.79	35.23	36.73	38.30	39.94
Clinical/Comm. Worker 2 BSW or Degrees allowing registration within the Psychotherapy Act	YEARLY	56883	59299	61825	64462	67220	70101		
	HOURLY	32.41	33.79	35.23	36.73	38.30	39.94		
Clinical/Comm. Worker 3 and Psychometrist MSW	YEARLY	63061	65756	68570	71513	74588	77801		
	HOURLY	35.93	37.47	39.07	40.75	42.50	44.33		
Child Care I (based on 76 hrs biwkly)	YEARLY	48032	50032	52124	54306	56588	58973		
	HOURLY	24.31	25.32	26.38	27.48	28.64	29.84		
Child Care II (based on 76 hrs biwkly)	YEARLY	52124	54306	56588	58973				
	HOURLY	26.38	27.48	28.64	29.84				
Casual Support		21.14	22.00	22.91					

KENORA-RAINY RIVER DISTRICTS
CHILD AND FAMILY SERVICES
SALARY SCALE - APRIL 1, 2024

(1% increase + \$0.60/h)

CLASSIFICATION

		1	2	3	4	5	6	7
Receptionist/Switchboard	YEARLY	36758	38268	39848	41496	43221	45024	46904
Operator/File Clerk	HOURLY	20.94	21.81	22.71	23.64	24.63	25.65	26.73
Administrative Assistant	YEARLY	40633	42318	44079	45918	47840	49850	51951
	HOURLY	23.15	24.11	25.12	26.16	27.26	28.40	29.60
Facilities/Maintenance Lead	YEARLY	53560	55796	58906	62038	65169	67877	71409
(based on 80 hrs biwkly)	HOURLY	25.75	26.83	28.32	29.83	31.33	32.63	34.33
Facilities/Maintenance Worker	YEARLY	45111	46971	48915	50946	53068	55286	57603
(based on 80 hrs biwkly)	HOURLY	21.69	22.58	23.52	24.49	25.51	26.58	27.69
Finance Clerk	YEARLY	44196	46041	47970	49983	52090	54290	56590
	HOURLY	25.18	26.23	27.33	28.48	29.68	30.93	32.25
Information Systems Administrator	YEARLY	52709	54940	57268	59700	62245	64903	67678
	HOURLY	30.03	31.30	32.63	34.02	35.47	36.98	38.56
Help Desk Technician	YEARLY	40633	42318	44079	45918	47840	49850	51951
	HOURLY	23.15	24.11	25.12	26.16	27.26	28.40	29.60
Legal Administrative Assistant	YEARLY	45028	46910	48878	50934	53083	55328	57673
	HOURLY	25.66	26.73	27.85	29.02	30.25	31.53	32.86
Information Technology Tech.	YEARLY	45188	47078	49710	52345	54978	57263	60245
	HOURLY	25.75	26.82	28.32	29.83	31.33	32.63	34.33

KENORA-RAINY RIVER DISTRICTS
CHILD AND FAMILY SERVICES
SALARY SCALE - APRIL 1, 2024

(1% increase + \$0.60/h)

CLASSIFICATION		1	2	3	4	5	6	7
Residential Worker 1 (based on 80 hrs. biwkly)	YEARLY	50561	52666	54867	57166	59568	62078	
	HOURLY	24.31	25.32	26.38	27.48	28.64	29.85	
Residential Worker 2 (based on 80 hrs. biwkly)	YEARLY	54867	57166	59568	62078			
	HOURLY	26.38	27.48	28.64	29.85			
Youth Support Worker	YEARLY	45943	47868	49877	51978			
	HOURLY	26.18	27.28	28.42	29.62			
Family Support Practitioner	YEARLY	44079	45918	47840	49850	51951	54144	56437
	HOURLY	25.12	26.16	27.26	28.40	29.60	30.85	32.16
Case Aide	YEARLY	40633	42318	44079	45918	47840	49850	51951
	HOURLY	23.15	24.11	25.12	26.16	27.26	28.40	29.60
Cultural Services Worker	YEARLY	51453	53604	55894	58265	60742	63333	
	HOURLY	29.32	30.54	31.85	33.20	34.61	36.09	