



***SPECTRUM***  
Society for Community Living

Wage Equity Update #22

April 28, 2008

To: All Spectrum Employees

From: Ernie Baatz, Executive Director

In follow-up to last month's memo, we are pleased to announce that a plan for implementing the wage increases for Spectrum employees has been discussed and approved by the Policy Committee and by Spectrum's Board of Directors. The new wage scales will be implemented immediately and will be reflected on the April 30<sup>th</sup> paycheques for all hours worked during the current pay period (April 9-23).

Spectrum's policy committee met on April 16<sup>th</sup> and discussed a variety of options for how we might allocate the wage funding. They reviewed the feedback from the online employee survey and from their discussions with their teams. A total of 104 employees completed the online survey, and 53% voted to apply the wage lift with an emphasis on long-term staff. The second most popular choice, and the choice that had the cumulative most votes when First, Second and Third Priorities were added together, was to provide an across the board increase. After some discussion, the policy committee voted to recommend that the funding be applied as an across-the-board thirty cent (\$0.30/hr = 2%) increase that will benefit all employees. As a way of responding to the other priority, to reward long-term employees, we have added an additional \$0.05/hr to the 3 year rates of each classification. Our Board accepted the policy committee's recommendation at their meeting last week.

The new wage grid for Spectrum employees is as follows:

<b>Position</b>	<b>Starting Rate</b>	<b>After 1,500 Hours</b>	<b>3,000 Hours</b>	<b>4,500 Hours</b>
Asleep Night	8.80	9.10	9.40	9.75
Awake Night	12.70	13.50	14.15	14.80
CSW	14.90	15.45	16.00	17.10
Key Worker	15.15	15.70	16.25	17.35
Program Manager	18.55	19.30	20.05	20.90

Our Board of Directors extend their sincere appreciation to all Spectrum employees for the spirit of collaboration and teamwork that continues to be reflected in the services we provide. They would like to be able to offer even more of a wage lift, and will continue working with us to advocate for future funding increases to address this ongoing issue.

Many thanks to the employees who completed the online survey and provided input to the wage discussion and to the Policy Representatives who were creative in coming up with a wage grid that works for all our employees.

Also discussed at the Policy Meeting on April 16<sup>th</sup> was the ongoing planning amongst non-union agencies to ensure our funders continue to provide us with equitable funding for wage increases. The non union agencies have formed a non-profit society called [Community Living Agencies Network](#) and will work together to ensure planning for our funding increases happens at the same time as the planning for collective bargaining funding.

We have also begun to collect information on pensions. As non-union employers and employees, we will have more options for retirement planning than the unionized employees.

Please review the [“Introduction to Retirement Options”](#) brochure posted in your meeting minutes and on the Policy Committee website.

The Pension Bulletins from CSSEA regarding participation in the Municipal Pension Plan are also posted there for your information.

<http://www.spectrumsociety.org/policy/pages/Retirement.aspx>