



SPECTRUM

Society for Community Living
3231 Kingsway - Vancouver, B.C. V5R 5K3

Wage Equity Update #20 April 25, 2007

To: All Spectrum Employees

From: Susan Kurliak, Director, Communications and Quality Assurance

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 30th paycheques for all hours worked during the current pay period (April 9-23).

Spectrum's policy committee met last week 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 56 employees completed the online survey, and two-thirds voted to apply the wage lift as an across-the-board increase. The second most popular choice was to give more of an increase to long-term staff. After some discussion, the policy committee voted to recommend that the funding be applied as an across-the-board increase that will benefit all employees. Our Board accepted the policy committee's recommendation at their meeting this week.

The new wage grid for Spectrum employees, which represents an increase of between 4% and 5% on all positions, is as follows:

Position		Start	1,500 hours	3,000 hours	4,500 hours
Asleep Night	Old rate	8.10	8.40	8.70	9.00
	New rate	8.50	8.80	9.10	9.40
Awake Night	Old rate	11.90	12.65	13.30	13.80
	New rate	12.40	13.20	13.85	14.45
CSW	Old rate	14.00	14.50	15.00	16.00
	New rate	14.60	15.15	15.70	16.75
Key Worker	Old rate	14.25	14.75	15.25	16.25
	New rate	14.85	15.40	15.95	17.00
Manager	Old rate	17.25	18.00	18.75	19.50
	New rate	18.25	19.00	19.75	20.50

Our Board of Directors extend their sincere appreciation to all Spectrum employees for the spirit of collaboration and teamwork that led to this successful outcome. They would like to be able to offer even more of a wage lift, and will continue working with Ernie to advocate for future funding increases to address this ongoing issue. In the meantime, they voted unanimously to augment the policy committee's proposal with an extra 1% employer's contribution to RRSPs for employees who have reached ten years of service, in recognition of the dedicated service of our most senior employees. This increase will apply to all employees who have reached or passed their ten year anniversary with Spectrum.

Many thanks to the employees who completed the online survey and provided input to the wage discussion, and to our fearless leader Ernie Baatz for spear-heading the advocacy campaign that resulted in this funding increase.

Susan Kurliak
Director, Communications and Quality Assurance