



**Subject:** Wages Up by 3.5%

**Date:** Friday, April 28, 2017 at 5:15:25 PM Pacific Daylight Time

Hi all;

We are pleased to provide two wage increases for our dedicated team of employees beginning in April 2017. There is a 1% increase for cost of living and a 2.5% increase for comparability.

The community social service sector is three years into a five year agreement called the Economic Stability Mandate. Highlights of the agreement are: Four increases of 1% per year in 2015, 2017, 2018 and 2019. Three increases of 2.5% in 2016, 2017 and 2018 – called Comparability Increases, intended to close the gap a little between community social services workers and community health workers.

### WAGE INCREASES

The general wage increases and comparability adjustments in these agreements significantly close the wage gap between workers in this sector and those with equivalent positions in the community health sector.

April 1, 2015	1.0% General Wage Increase (GWI)
April 1, 2016	2.5% comparability increase (for Community Health comparators)* 0.5% GWI directed to address anomalies **
Feb. 1, 2017	1.0% GWI
April 1, 2017	2.5% comparability increase (for Community Health comparators)* 0.5% GWI directed to address anomalies **
Feb. 1, 2018	1.0% GWI
April 1, 2018	2.5% comparability increase (for Community Health comparators)* 0.5% GWI directed to address anomalies **
Feb. 1, 2019	1.0% GWI

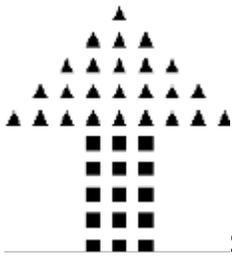
\*Comparability adjustment applies to approximately 77% of the classifications.

\*\*An increase equivalent to a 0.5% GWI to address anomalies for the 20% of the classifications not captured by the comparability adjustment.

The new grid takes effect in the first pay period in April, 2017.

Position	Start	1,500 hrs	3,000 hrs	4,500 hrs
Asleep Night	11.30/hr	11.47/hr	11.62/hr	11.79/hr
Awake Night	14.57/hr	15.54/hr	16.23/hr	16.98/hr
CSW	17.14/hr	17.68/hr	18.32/hr	19.67/hr
Manager	21.43/hr..	22.18/hr..	22.99/hr..	24.05/hr

The keyworker rate will continue to be \$0.25/hour more than the CSW rate.



## Background

Spectrum is a member of the [BC CEO Network](#), an association that represents community social service organizations when talking with government about good business practices. Ensuring government provides equitable wage increases to all community service workers has been one of the ongoing priorities of the [BC CEO Network](#). Over the past 20 years we have pursued many different strategies to ensure our employees receive equitable pay for the work we do. You can see the history of our efforts in our [Wage Equity Updates](#) on the Spectrum website.

For the next two years at least, the path seems clear, as the announcement below says we get the government funding for increases if we complete the CSSEA compensation survey:

*In 2017, all non-CSSEA/non-HEABC ("non-union") social services agencies who receive government funding are being asked to complete the Compensation and Employee Turnover Survey. **All agencies' eligibility to receive Government funding for wage increases after April 1, 2018 is directly contingent on their completion of the 2017 survey and onwards.***

*This survey is a joint government initiative to collect employee workforce and compensation data from non-CSSEA/non-HEABC contracted social service agencies.*

*The data is being collected to inform Government decisions regarding funding of the non-union sector and will support business cases for extended and future negotiated wage increases to non-union agencies. The data will also provide non-CSSEA/non-HEABC agencies with useful benchmark information to support recruitment and retention strategies, better understanding of shifting labour force demographics, and enhance the long-term sustainability of the social services sector in B.C.*

Thank you for your service to the people we support to have good lives in the community. We will continue to work with you to ensure our wages, benefits and policies provide you with the support you need to be successful at work.

Ernie Baatz, Executive Director

