

**Spectrum Society**  
FOR COMMUNITY LIVING



## **Wage Equity Update #30** **April 1, 2019**

### **Policy & Procedures Committee Meeting – You are Invited!**

Monday April 15, 2019 at 4pm  
3223 Kingsway (Barb Goode Training Centre)

For the past 26 years the policy & procedures committee has been meeting to review our policies and procedures and discuss the wages and benefits we provide for the valuable work of supporting people with disabilities in their homes and in community. Our intent has been to have clear and fair policies and practices that make Spectrum a great place to work. Initially, we had one representative from each team at Spectrum, but as the people we support have moved to their own apartments and teams have become smaller and more spread out, it has been harder to identify teams and a specific representative from that team. So we are opening the door to any employee interested in the discussion to come to the next Policy & Procedures Meeting.

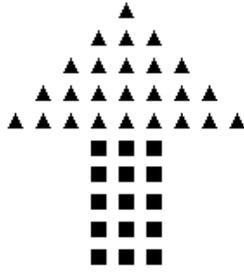
We'll meet at 4pm at the Barb Goode Training Centre, next to the office at 3223 Kingsway, on Monday, April 15, 2019.

We'll review some drafts of policies that have to be revised because of changes to our benefits, to government regulations and CLBC policies.

We'll review the upcoming wage increases and get your feedback on the first three months with the new benefits provider, Sun Life.

You can bring questions and suggestions about policies you think could be improved or clarified. Please email [info@spectrumsociety.org](mailto:info@spectrumsociety.org) to let us know you will attend so we can order enough pizza.

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## Provincial Funding Update – April 1, 2019

For the past five years, the government has been providing funding increases under a mandate called the Economic Stability Mandate. Increases of 1% per year for five years plus special increases of 2.5% per year for three years (called Comparability Increases) were provided between 2015 and 2019. Our CSW hourly rate went from \$16.00/hour as a starting wage in 2014 to \$17.81/hour in 2018.

Since 2006, we have received the same funding increases as a non-union agency that other agencies who are unionized receive. This has not happened automatically, but through the constant advocacy of our agency and the Network we belong to called the [BC CEO Network](#). Each year we provide the rationale for consistent increases so that all community support workers feel respected and treated fairly. Government has an obligation as the purchaser of services to treat all their contractors fairly, and we work hard to make sure they remember.

The new provincial funding mandate is called Sustainable Services Negotiating Mandate and provides a General Wage Increase (GWI) of 2% per year plus a special increase called the Low Wage Redress. Low Wage Redress (LWR) is similar to the Comparability Increases of the last mandate, focusing on raising wages of workers in the community social services sector to be comparable to workers in the community health sector doing the same work. This is a three year mandate.

Government announced on March 20<sup>th</sup> that they were funding the 2% General Wage Increase (GWI) for all agencies, but only funding the Low Wage Redress for unionized staff. That increase is 3.3% this year. We have been working with the BC CEO Network to help government understand how damaging this is to our employees and the services we deliver on behalf of government. We have been meeting with MLA's, lawyers and consultants to develop a campaign to get government to fund the Low Wage Redress for all staff for the next three years. We have a press conference in Victoria tomorrow where we will ask government to provide Low Wage Redress to all community social service workers. We have meetings scheduled with more MLA's in the coming week to get their assistance in resolving this issue. I hope to have good news for you on April 15<sup>th</sup> at the Policy & Procedures Meeting and will provide updates sooner if we can get government to act quickly.

We will be providing a 3% increase effective the first pay period in April 2019 and will provide the Low Wage Redress increase when we get government commitment to fund the increase. Please let me know if you have any questions and come out to the policy and procedures meeting on Monday, April 15, 2019 at 4pm for more information.