



Wage Equity Update # 40 – April 2026

Wage Increases for April 2025 and April 2026

Government has been waiting for the completion of collective bargaining before confirming funding for wage increases effective April 2025 and April 2026. The government's compensation plan is called the **2025 Balanced Measures Mandate** and provides for increases of 3% per year for four years, from 2025 to 2028. When we receive the funding commitment from government, we will increase the hourly rates by 6% and when we receive the funding from government, we will pay out a retroactive payment for the period from April 9, 2025 to the date that we increased the rates.

Benefits Plan Changes

Thank you to everyone who contributed to the Employee Survey in February this year. One of the frequent requests was for an increase to our paramedical coverages. We are pleased to confirm that effective May 1 2026, the coverage for paramedicals is now \$750 per year per paramedical practitioner. This covers visits to physiotherapists, occupational therapists, dietitians, audiologists, osteopaths, naturopaths, acupuncturists, speech therapists, massage therapists and psychologists, social workers or clinical counselors. We have an updated booklet posted to our website at:

<https://www.spectrumociety.org/wp-content/uploads/2026/04/SunLifeBenefitsBooklet2026.pdf>

Our benefits plan provides comprehensive coverages and is a substantial component of our compensation plan for employees. The new rates for our benefits are:

Benefits May 2026	Single	Family
Basic Life	\$ 13.30	\$ 13.30
Dependent Life		\$ 2.93
Basic Critical Illness	\$ 11.47	\$ 11.47
Dental	\$ 71.45	\$ 176.54
Extended Health	\$ 189.87	\$ 358.35
Employee Assistance Plan	\$ 3.51	\$ 3.51
Total Monthly	\$ 289.60	\$ 566.10

These premiums are paid by Spectrum and increased by 12.2% this year. You will see these new rates on your May 15th paystub if you are enrolled in the benefits plan.

We are continuing to explore opportunities to enhance the flexibility of our benefits package to meet the varied and unique needs of all employees.

There are also benefits that are calculated as a percentage of income:

Benefits by Percent of Income:	Paid By Spectrum	Paid By Employee
WorkSafe BC	5.00%	
Canada Pension Plan	5.95%	5.95%
Employment Insurance	2.28%	1.63%
Municipal Pension Plan - Employee	9.31%	8.61%
Long Term Disability		3.69%

Most of these rates were stable for 2026, with only LTD increasing by 7% and WorkSafeBC decreasing by 1.6%.

Other Employee Survey Feedback

- Employees at Spectrum find the work meaningful and appreciate being recognized for their contributions. People appreciate receiving genuine feedback from people they support, families, peers, and supervisors. More consistent pathways for regular recognition are desired.
- Employees identified stronger communication and transparency about organizational decisions that affect their work, asked for more connection throughout the organization to limit feelings of isolation, and more consistent onboarding and training so people are prepared for their work from the start.

In response to this feedback we are working on the following updates to our processes:

Recognition: We are developing more consistent pathways for recognition that align with our organizational values and encourage both manager-led and peer-to-peer appreciation.

Stronger Connection: We are continuing to explore opportunities to increase transparency and communication with decision-making. Strategic plan updates, Spectrum events and weekly newsletters all provide opportunities to improve connections across the agency.

Onboarding: We are reviewing our current in-service orientation training structure and delivery. We want to ensure a consistent training practice for each person, so each new team member feels confident and fully prepared.

Appreciation

Our sector experiences high turnover, but at Spectrum we have strong teams and skilled staff who work so hard to see the people we support have better lives in community. Over 65% our staff have been here for more than five years! We will continue to work with you to ensure our wages, benefits and employment policies provide you with the support you need to be successful in our work.

Ernie Baatz, Executive Director