



Wage Equity Update # 41 – June 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. We have received the funding commitment from government and have updated the pay rates effective this current pay period, beginning June 9, 2026.

Effective June 9, 2026:

Position	Start Rate	1,500 Hours	3,000 Hours	4,500 Hours
Asleep Night	\$19.50	\$19.65	\$19.80	\$20.00
Awake Night	\$21.45	\$22.30	\$23.15	\$24.00
CSW	\$26.00	\$26.70	\$27.40	\$28.25
Inclusion Plus Facilitator	\$28.80	\$30.10	\$31.60	\$32.80
Manager	\$33.15	\$33.95	\$34.75	\$35.80

Retroactive Lump Sum Pay:

We will calculate the retroactive pay based on a 3% increase from April 9, 2025 to April 8, 2026 and another 3% increase from April 9, 2026 to June 8, 2026. We hope to make this payment before the end of 2026, as soon as we have received the funding from government.

Benefits Plan Changes

A reminder, that effective May 1 2026, the coverage for paramedicals is now \$750 per year per paramedical practitioner. This covers visits to physiotherapists, occupational therapists, dieticians, audiologists, osteopaths, naturopaths, acupuncturists, speech therapists, massage therapists and psychologists, social workers or clinical counselors. We have an updated benefits booklet posted to our website at:

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

Mileage Rate Increase

We are increasing the mileage rate to \$0.65 per kilometre effective June 24, 2026. Watch for new claim forms to be posted to the website soon.

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