Wage Equity Update # 42 – September 2026

Retroactive Pay for Wage Increases for April 2025 and April 2026

We have now received the funding for the wage increases effective April 2025 and April 2026 and will be processing lump sum payments this week. The payment will be deposited on Friday, September 4th and is based on a 3% increase from April 9, 2025 to April 8, 2026 and a 6% increase on earnings from April 9, 2026 to June 8, 2026. Beginning, June 9th, 2026, the wage rates were all increased by 6% as outlined in the table below.

Effective June 9, 2026:

Position	Start Rate (S)	1,500 Hours(1)	3,000 Hours(2)	4,500 Hours(3)
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

Benefits Plan Changes

Effective May 1,2026, the coverage for paramedical practitioners 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

Low Wage Redress Initiatives

The Provincial government is continuing to pursue wage parity for Community Social Services with the Community Health sector. There are a number of adjustments coming over the next three years:

- November 24, 2026: Small increments to adjust wage grids and eliminate Step 1 of the wage grid.
- January 2027: A Retention Incentive Payment of up to $1,100 will be paid to employees based on their active employment at December 31, 2026 and their percentage of full employment in the year 2026.
- September 9, 2028: Shift premiums will be implemented – to be determined based on the funding allocated.

Policy Updates

Our Policies and Procedures Manuals are developed with the intent of providing clarity and consistency for the people we support and their teams. We update policies when regulations change and when people make suggestions for improvements.

We have a number of changes to make this year and we will give you an opportunity to provide feedback on the proposals in two ways:

- There will be a summary of changes.
- There will be a survey
- There will be a policies and procedures online meeting open to all Spectrum team members.

These are some of the policies that need updating this year:

- P08.0 Payment of Wages - updated wage grid
- P09.0 Health and Welfare Benefits - changes to coverage
- P11.0 Hour of Work - Staff Meetings
- P18.0 Sick Leave – Doctor's Notes
- P25.0 Travelling Expenses - mileage rate to 0.65
- 20.0 Technology Use – Safe and Responsible use of AI

If you have suggestions for improvements to any of our policies and procedures, we would be happy to consider them. Write to ernie@spectrumsociety.org with your suggestions.

The Policies and Procedures are linked on our Sharevision site – in the Links box on the right side of the page.

Watch for more information on the policy proposals, the survey and the meeting in October.

Thank you for your ongoing dedication and care for the people we support.

Ernie Baatz, Executive Director