

## MEMO

To: All Spectrum employees  
Re: Wage Equity  
Date: August 25, 2006

Over the past few months, there has been a flurry of correspondence between Spectrum, the provincial government, and our main funder, Community Living BC, regarding the wage equity issue. Many of you contacted your MLAs in support of Spectrum's efforts to maintain wage equity between our employees and their unionized counterparts following the government's landmark public sector labour negotiations this spring. We wanted to update you on these efforts and assure you that we are continuing to pressure the government into honouring its long-standing commitment to wage equity between union and non-union workers.

Following our initial letter-writing campaign in April, we received letters from the Finance Minister and from Rick Mowles, CEO of CLBC, assuring us that they were aware of the issue and that they were working to secure funding for non-union wage increases. Since that time, Ernie Baatz, along with Executive Directors of ten other non-union agencies, has formed a coalition to collectively pressure the government into resolving this matter. CLBC has now submitted a request for funds that is currently being reviewed by Treasury Board. The coalition's next step will be to meet as a group with the Minister of Finance, which they hope to do within the next couple of weeks. The coalition has sent a letter to the new Minister of Children and Family Development, the Honourable Tom Christensen, bringing him up to date on these negotiations and urging him to intervene so that the wage equity issue can be settled as soon as possible.

Securing the best possible wages and benefits for our employees is a top priority for Spectrum's Board and executive. We feel confident that a deal will be reached soon. We will keep you informed of any new developments as they arise. Thank you all for your patience, and a special thank you to all of our employees who have taken the time to write letters or phone their MLAs. Your support has been invaluable!

Please feel free to call Ernie Baatz or myself if you have any questions or concerns.

Sincerely,

Susan Kurliak  
Director, Communications and Quality Assurance