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1% Pay Raise Effective April 2015

We are pleased to be able to provide another increase to the pay for our valuable employees. This one percent increase keeps us comparable to the rest of the agencies in the social service sector.

The new grid will take effect in the first pay period in April, 2015.

Position	Start	1,500 hrs	3,000 hrs	4,500 hrs
Asleep Night	10.66/hr	10.81/hr	10.96/hr	11.11/hr
Awake Night	13.74/hr	14.65/hr	15.30/hr	16.01/hr
CSW	16.16/hr	16.67/hr	17.27/hr	18.53/hr
Manager	20.20/hr...	20.91/hr...	21.66/hr...	22.67/hr

The keyworker rate will continue to be \$0.25/hour more than the CSW rate.

The community social service sector is one year into a five year agreement called the Economic Stability Mandate. Highlights of the agreement are:

- Four increases of 1% per year in 2015, 2017, 2018 and 2019.
- Three increases of 2.5% in 2016, 2017 and 2018 - called Comparability Increases, intended to close the gap a little between community social services workers and community health workers.
- More information on the CSSEA website - [Highlights of Agreement.](#)

Wages are only one component of the compensation package for Spectrum's employees. We also have health and dental coverage, life insurance, long term disability and an employee assistance plan. Eligible employees contribute to the Municipal Pension Plan and Spectrum provides employer contributions as well. Finally, we provide training opportunities for employees, people we support and their families, because we know an investment in training pays back so much in the way of new ideas and energy.

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 **Spectrum Society** @SSCLSpectrum 5 Jun
<fb.me/7dpgpVdv2>

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 Check out this year's Access Awareness Day events here sparc.bc.ca/access-awarene...
 Retweeted by Spectrum Society
 Expand

 **Spectrum Society** @SSCLSpectrum 4 Jun
 with our focus on adults, it is always important to remember that we are the new factor... this is an amazing... <fb.me/8vexvrYx5>

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