



Spectrum Society
FOR COMMUNITY LIVING



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Wage Equity Update # 29 – April 2018

We are pleased to provide two wage increases for our dedicated team of employees beginning in April 2018. There is a 1% increase for cost of living and a 2.5% increase for comparability.

The community social service sector is four years 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.

The **new grid** takes effect in the first pay period in April 2018.

Position	Start Rate	1,500 Hours	3,000 Hours	4,500 Hours
Asleep Nights	\$12.65 / hour	\$12.80 / hour	\$12.95 / hour	\$13.10 / hour
Awake Nights	\$15.15 / hour	\$16.12 / hour	\$16.81 / hour	\$17.56 / hour
CSW	\$17.81 / hour	\$18.34 / hour	\$18.99 / hour	\$20.33 / hour
Manager	\$22.28 / hour	\$23.03 / hour	\$23.84 / hour	\$24.90 / hour

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

Background

Spectrum is a member of the BC CEO Network, an association that represents community social service organizations when talking with government about good business practices. Ensuring government provides equitable wage increases to all community service workers has been one of the ongoing priorities of the BC CEO Network. Over the past 20 years Spectrum has pursued many different strategies to ensure our employees receive equitable pay for the work we do. You can see the history of our efforts in our [Wage Equity Updates](#) on the Spectrum website.

Thank you for your service to the people we support to have good lives in the community. We will continue to work with you to ensure our wages, benefits and policies provide you with the support you need to be successful in our work.

Ernie Baatz, Executive Director