



Spectrum Society
FOR COMMUNITY LIVING



Wage Equity Update #33 **April 27, 2020**

April 2020 Wage Increases

The Provincial Government has provided funding for an increase in wages of 2.25%. We continue to advocate for an increase equivalent to the Low Wage Redress provided to CSSEA agencies and we did get promising news in the Provincial Budget in February, but there have been delays in getting decisions from government while they are focused on COVID-19 emergency. We hope to have additional funding for increases this year and will let you know as soon as we know. The grid below includes the 2.25% increase provided by the Provincial Government.

In addition, one of the programs offered by the Federal Government was the Temporary 10% Wage Subsidy:

The Temporary 10% Wage Subsidy is a three-month measure that will allow eligible employers to reduce the amount of payroll deduction required to be remitted to the Canada Revenue Agency (CRA).

This program provided Spectrum with the maximum grant of \$25,000 through a reduction in our Receiver General payments to the Canada Revenue Agency. We will use this \$25,000 to give an extra boost to our pay grids for our front-line workers.

Finally, the Provincial Government will implement the third increase to the minimum wage, raising it to \$14.60/hour effective June 1, 2020. This affects our asleep night rate and government will provide additional funding to raise these rates by about 5%, from 13.85/hour to \$14.60 hour for the starting rate for Sleep Night shifts. **See next page for the new rates =>**

SunLife Dental and Extended Health Benefits:

Because it has been difficult for people to access health and dental benefits for the past month, SunLife has let us know they will be rebating us 50% of dental premiums and 9% of health benefits for the month of April. This rebate will arrive in June and we will provide it to employees covered by the benefits plan. Watch for details in June.

Policy & Procedures Meeting – May 25, 2020 – 4pm on Zoom

Mark your calendars and get ready to log in to our Zoom Policy & Procedures meeting on Monday, May 25th at 4pm. We will be sending out a summary of proposed policy changes in advance and welcome your input now. Write to susan@spectrumociety.org to give us your suggestions for policies that could be clarified or improved.

Spectrum Society for Community Living
WAGE GRIDS Effective April 2020

	2019-2020	2020-2021
	Sleep Night	Sleep Night
Start	\$13.85	\$14.60
After 1,500 hrs	\$13.95	\$14.70
After 3,000 hrs	\$14.05	\$14.80
After 4,500 hrs	\$14.15	\$14.90
	2019-2020	2020-2021
	Awake Night	Awake Night
Start	\$15.60	\$15.95
After 1,500 hrs	\$16.60	\$16.95
After 3,000 hrs	\$17.31	\$17.70
After 4,500 hrs	\$18.09	\$18.50
	2019-2020	2020-2021
	CSW	CSW
Start	\$18.34	\$19.00
After 1,500 hrs	\$18.89	\$19.75
After 3,000 hrs	\$19.56	\$20.50
After 4,500 hrs	\$20.94	\$21.50
Senior CSW	\$21.98	\$22.50
	2019-2020	2020-2021
	Key Worker	Key Worker
Start	\$18.59	\$19.25
After 1,500 hrs	\$19.14	\$20.00
After 3,000 hrs	\$19.81	\$20.75
After 4,500 hrs	\$21.19	\$21.75
	2019-2020	2020-2021
	Manager	Manager
Start	\$22.95	\$23.50
After 1,500 hrs	\$23.72	\$24.25
After 3,000 hrs	\$24.56	\$25.25
After 4,500 hrs	\$25.65	\$26.25
MGR Specialist	\$27.31	\$28.00

Low Wage Redress (LWR) is an extra wage increase meant to get community social service wages closer to comparable positions in community health. For the past twelve years, whenever government announced increases, it provided those increases equally to union and non-union agencies. We have been working with the BC CEO Network to have government understand that all employees deserve fair wage increases and hope to have resolution soon.

Let us know if you have any questions.

Ernie Baatz, Executive Director