

**Spectrum Society**  
FOR COMMUNITY LIVING



## Wage Equity Update #34 July 29, 2020

### Recruitment and Retention Means Wage Increases!

On June 10<sup>th</sup>, our funders (CLBC for Spectrum) let us know that they would be providing a recruitment and retention increase to our contracts that would assist non-union organizations to address challenges we are facing. The only limitations were that the funding could be for training initiatives or compensation, for direct support staff. For Spectrum, our priority is wage increases and we have applied the funding to our wage grids as displayed below. As well, this funding is retroactive to April 2020 so there will be a 3.5% retroactive payment on your July 31, 2020 paycheque.

#### Spectrum Society for Community Living WAGE GRIDS

	2019-2020	(April 2020) 2020-2021	(July 2020) 2020-2021
<b>Sleep Night</b>		<b>Sleep Night</b>	<b>Sleep Night</b>
Start	\$13.85	\$14.60	14.75
After 1,500 hrs	\$13.95	\$14.70	14.85
After 3,000 hrs	\$14.05	\$14.80	14.95
After 4,500 hrs	\$14.15	\$14.90	15.05
<b>CSW</b>		<b>CSW</b>	<b>CSW</b>
Start	\$18.34	\$19.00	\$19.65
After 1,500 hrs	\$18.89	\$19.75	\$20.45
After 3,000 hrs	\$19.56	\$20.50	\$21.20
After 4,500 hrs	\$20.94	\$21.50	\$22.25
Senior CSW	\$21.98	\$22.50	\$23.25
<b>Key Worker</b>		<b>Key Worker (add 0.25 to CSW)</b>	<b>Key Worker (add 0.25 to CSW)</b>
<b>Manager</b>		<b>Manager</b>	<b>Manager</b>
Start	\$22.95	\$23.50	\$25.00
After 1,500 hrs	\$23.72	\$24.25	\$25.75
After 3,000 hrs	\$24.56	\$25.25	\$26.75
After 4,500 hrs	\$25.65	\$26.25	\$27.75
MGR SP specialist	\$27.31	\$28.00	\$29.50

## SunLife Dental and Extended Health Benefits:

Because it has been difficult for people to access health and dental benefits in April and May, SunLife will be rebating us 50% of dental premiums and 9% of health benefits for the months of April and May. As services began re-opening in May, the rebate ended in June. To provide the savings from this rebate back to the employees on benefits who could not use their benefits, we will be paying the LTD50 amount (50% of LTD premium) on the end of month paycheques in July and August. Normally this is only added to the paycheques on the 15<sup>th</sup> of each month when the LTD premium is a deduction on your paycheques.

## Sick Pay for all employees:

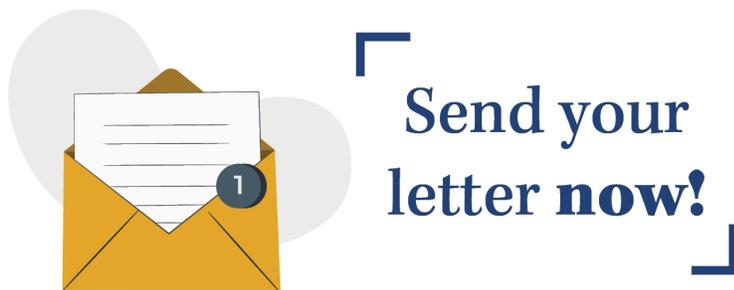
One of the most important ways to keep our teams and the people we support safe is to have people stay home when they feel sick. This is hard to do if you don't have paid sick time. We are implementing a paid sick time policy for all employees in August and will send you the updated policy next pay period.

## Equal Work Equal Pay BC

We have joined a coalition of agencies to press government to make an ongoing commitment to equal pay for non-union staff. The Recruitment and Retention funding was a welcome increase for 2020, but government did not address the increase for 2019 or the next planned increase for 2021.

We want government to know this is a serious problem for community social services. Our workers deserve equal pay, and the people we support deserve stable staff teams with skilled caregivers.

The website [www.equalpaybc.ca](http://www.equalpaybc.ca) has a page where you can send a letter to your MLA by entering your home address. The website will enter your MLA's name and email address and the letter will be sent to their office. Over 1,400 letters have been sent in one week! Please add your letter to your MLA's mailbox so they know this is an important matter for them to bring to the government's attention.



**EQUAL** Work  
**EQUAL** Pay  
BRITISH COLUMBIA

Visit [www.equalpaybc.ca](http://www.equalpaybc.ca) to send a letter of support to your MLA.

Thank you for your ongoing dedication to the people we support and their families.  
Let us know if you have any questions.

### Ernie Baatz

Executive Director

Spectrum Society for Community Living

Express yourself. Build your network. Find your voice.

**Be Calm, Be Kind, Be Safe**