



Spectrum Society
FOR COMMUNITY LIVING

Wage Equity Update # 37 – March 2023

Equal Pay Increases for 2022, 2023 and 2024!

The Provincial Government has confirmed equal pay increases for union and non-union workers in the Community Social Service sector! This is a return to government's practice over the previous ten years of providing the same increases to all workers and is in response to your pressure on government to value all workers providing these essential community services.

Retroactive to April 2022, the Province is providing funding for three increases:

- A \$0.25/hour increment for hourly pay grids.
- A 3.24% increase to wages.
- A Low Wage Redress (LWR) increase to provide comparability with similar positions in community health. This increase is approximately 2% but the exact distribution of the funds is still being determined.

Beginning in April 2023, the Province is providing funding for two increases:

- A 5.5% increase to wages.
- A Cost of Living Allowance of up to 1.25%. The exact number for this increase will be determined by CSSEA.

Beginning in April 2024, the Province is providing funding for two increases:

- A 2% increase to wages.
- A Cost of Living Allowance of up to 1%. The exact number for this increase will be determined by CSSEA.

We plan on providing the wage increases in the first pay period in April 2023. This will depend on CSSEA confirming the increases for LWR and the Cost of Living Allowance in time to enter the rates into payroll.

We will calculate retroactive pay for the April 2022 increases and pay it to you when we have received the funding from the Province.

Additional Changes to Provincial Funding:

Mileage: The rate per kilometre is increasing from 0.50 to 0.61/km effective April 1 2023.

New Statutory Holiday: The National Day of Truth and Reconciliation has been declared a Provincial Holiday and employees will receive a day off with pay and overtime if they work on the day.

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