



Wage Equity Update #35 April 28, 2021

New Wage Rates Effective April 2021

The BC Government has provided funding for a 2.25% wage increase. The new rates include an amount called a General Wage Increase (GWI) of 2% and a Service Improvement Allocation (SIA) of 0.25%.

Spectrum Society for Community Living

WAGE GRIDS

	(July 2020) 2020-2021	(April 2021) 2021-2022
	Sleep Night	Sleep Night
Start	14.75	\$15.20
After 1,500 hrs	14.85	\$15.30
After 3,000 hrs	14.95	\$15.40
After 4,500 hrs	15.05	\$15.50
	2020-2021 CSW	2021-2022 CSW
Start	\$19.65	\$20.09
After 1,500 hrs	\$20.45	\$20.91
After 3,000 hrs	\$21.20	\$21.68
After 4,500 hrs	\$22.25	\$22.75
Senior CSW	\$23.25	\$23.77
	2020-2021 Key Worker (add 0.25 to CSW)	2021-2022 Key Worker (add 0.25 to CSW)
	2020-2021 Manager	2021-2022 Manager
Start	\$25.00	\$25.56
After 1,500 hrs	\$25.75	\$26.33
After 3,000 hrs	\$26.75	\$27.35
After 4,500 hrs	\$27.75	\$28.37
MGR SP specialist	\$29.50	\$30.16

Equal Pay BC

Our increases do not include the Low Wage Redress (LWR) of 3.4%, but we are continuing to advocate for the increases to be provided to ALL community social services employees.

The website www.equalpaybc.ca has information on our Labour Relations Board complaint of Unfair Labour Practices against the Provincial Government. We argue that government is coercing social

services employees to join unions by providing a wage incentive to unionize. As well, we argue employees have the right to decide whether or not they will join a group and should not have government influencing this decision.

SunLife Dental and Extended Health Benefits:

Our health, dental, disability and life benefits with SunLife were renewed effective May 1, 2021 and came with an overall 11% increase. The biggest increase was for the Long Term Disability benefit which increased 30%. One option to control these increases is to remove the Lumino Virtual Health services that we added to our benefits in May 2020. From the [Lumino website article – Is Virtual Care Right for Me](#):

For many Canadians, it's difficult to physically go to health-care appointments. The benefits of virtual care are even greater for people with chronic conditions, mobility issues and those living in remote areas.

If your doctor doesn't offer online appointments, you could choose one of several Canadian telemedicine service providers. They work like virtual walk-in clinics.

Many paramedical providers also offer virtual care appointments. You can connect with a physiotherapist, psychologist, dietitian and more online or over the phone.

If you are on our Sun Life benefits and want to explore this benefit more, check out this website:

https://luminohealth.sunlife.ca/s/?language=en_US

We will be surveying employees in the next few months to determine your interest in continuing with this benefit.

Paid Leave for Vaccinations

The Provincial Government recently amended the Employment Standards Act to require employers to provide 3 hours paid leave for people to get their COVID-19 vaccinations. We will pay employees for 3 hours if they provide us with a copy of their vaccine certificate. Send a photo or scan of your certificate to HR@spectrumsociety.org. We will add these special leave hours to the next pay period.

Updates to Paid Hours for Training

We have updated our policies for required training and what training will be paid time. Existing employees will be paid up to 8 hours upon successful completion of their First Aid renewal. New employees will be paid to complete the online CLBC Privacy and Information Management training and assigned courses on Open Future Learning, as directed at the time of hire.

Staying Safe and Healthy

Please remember the layers of protection that will keep you, your family and our teams safe – stay home if you are sick, keep your distance, wear a mask, keep your social circle small.

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