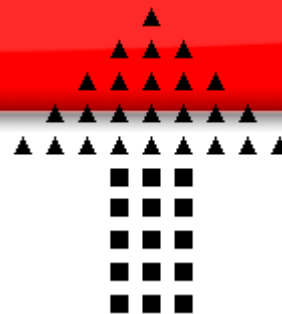


MEMO: March 24th, 1999



TO: All Employees of Spectrum Society for Community Living

FROM: Ernie Baatz, Executive Director

Wage Equity Update: 3rd Pay raise effective March 24th, 1999!

Over the past three months, we have received many assurances that an increase in wages is coming for employees across the Social Service sector, but we still have nothing in writing. It is my best guess that when the funding does arrive it will be for the period starting April 1, 1999. In the interim, we are still finding additional sources of funding and savings in areas of our operations. It is Spectrum's commitment that staff will receive wages and benefits equitable with other employees in their community.

On April 1st, 1999, we will change our group benefits provider to Sun Life. With this change we will save some money **and** improve some of the benefits. The transition will require some attention to detail, but will be worth it. All expenses incurred up to March 31, 1999 will have to be submitted to Standard Life. All expenses from April 1st, 1999 onward will be submitted to Sun Life. We will have new cards and forms early in April.

As well, on April 1st, 1999 we will have a new Employee Assistance Plan (counselling). The new agency is Interlock and they are located in Burnaby, with offices in Vancouver and across the Lower Mainland. A brochure and wallet card have been inserted in the paystubs of people who currently have benefits coverage.

Effective March 24th, 1999 the following pay scales are in effect:

Position	Start	1 year	2 year	3 year	3 year Monthly	3 year monthly BCGEU Community Support Worker
Asleep Night	7.35	7.65	7.95	8.25	1,966.00	\$2,349.00 (37.5 hours/week) minus union dues, no RRSP, and significant employee contributions to benefits costs
Awake Night	10.90	11.65	12.40	12.90	2,236.00	
CSW	12.20	12.65	13.15	13.65	2,366.00	
Manager	15.25	15.95	16.70	17.45	3,024.00	
Coordinators	17.85	18.60	19.35	20.10	3,484.00	

Steps toward wage equity:

Our Goal - March 31, 99 - Top CSW wage of \$14.00	
March 24 th , 1999 - Top CSW wage \$13.65	
November 24 th , 1998 - Top CSW wage \$13.55	
September 24 th , 1998 - Top CSW wage \$13.45	

If you have any questions about the above information, please call me at the office, 323-1433 or talk to your Policy Representative.

Sincerely, [Ernie Baatz](#), Executive Director For Aaron, Susan and the Board of Directors

***** SAMPLE LETTER TO THE GOVERNMENT REPRESENTATIVES ASKING FOR FAIRNESS AND WAGE EQUITY *****

Your Address Here

March 31, 1999

Glen Clark, Premier

3295 East 23rd Avenue
Vancouver, B.C. V5R 1B6

WAGE EQUITY FOR ALL SOCIAL SERVICE EMPLOYEES

Dear Mr. Clark;

I wish to bring to your attention a group of neglected low-wage employees, dependent on the fairness of your government for equitable treatment. I work for Spectrum Society for Community Living and our agency has not received a contract increase for wages in three years. Last year, a number of community living agencies, and three of the four largest providers of community living services in Vancouver, were given an increase in the hourly wage paid to residential care workers, to \$14.45 an hour, or a 10 to 15% raise in most cases.

These same organizations are now in negotiations for further wage increases. We as non-union employees must receive an equitable increase now to ensure that the people we serve continue to receive high quality services and we as employees are treated fairly by your government.

The government has a fair wage policy for construction work. It states that all contractors, union or non-union must pay the union rate on all work funded by government. How is the work we do different? Our employer is a contractor with the government, with wage rates specified in the contract and controlled by a provincial Employers' Association, funded and controlled by government. Why is community social service work so undervalued by government that you are willing to punish the workers and the people being served for their choice of employer and service provider?

The Social Service sector is unique in the public sector with more than 50% of the full-time equivalent positions being in non-union agencies. This unique feature requires a unique approach from government, an approach which treats all workers as valued human beings and worthy of a fair wage.

Please stand up for equality and fairness for all workers and ensure that CSSEA and Treasury Board provide an equitable wage increase for all employees in the community social service sector.

Sincerely,

Your Name and Signature

Glen Clark, Premier

3295 East 23rd Avenue
Vancouver, B.C.
V5R 1B6
Phone: (604) 431-8119 Fax: (604) 660-0279

Hon. Ujjal Dosanjh
Vancouver-Kensington

**Attorney General and Minister Responsible for
Multiculturalism, Human Rights and Immigrati**

Constituency:
4938 Victoria Drive
Vancouver, B.C. V5P 3T6
Phone: (604) 322-6375 Fax: (604) 775-1097

Hon. Lois Boone
Prince George-Mount Robson

Minister for Children and Families

Office:
028, Parliament Buildings
Victoria, B.C. V8V 1X4
Phone: (250) 387-9699 Fax: (250) 356-2290

Constituency:
301, 1268, 5th Avenue
Prince George, B.C. V2L 3L2
Phone: (250) 563-9886 Fax: (250) 565-4168

Hon. Joy MacPhail
Vancouver-Hastings

Minister of Finance and Corporate Relations

Constituency:
2365 East Hastings
Vancouver, B.C. V5L 1V6
Phone: (604) 251-5582 Fax: (604) 660-1930

Mr. Gordon Campbell
Vancouver-Point Grey

Leader of the Official Opposition

Office: 201, Parliament Buildings
Victoria, B.C. V8V 1X4
Phone: (250) 356-3090 Fax: (250) 387-2550

Constituency:
207, 2083 Alma Street
Vancouver, B.C. V6R 4N6
Phone: (604) 224-8875 Fax: (604) 660-5488

Hon. Dale Lovick

Nanaimo: Minister of Aboriginal Affairs and Minister of Labour

Office:
325, Parliament Buildings
Victoria, B.C. V8V 1X4
Phone: (250) 387-0886 Fax: (250) 356-1124

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