

*Spectrum Society for Community Living***Wage Equity Update #7**

March 15, 2000

WE WON!!


After months of pressuring the government to fund wage increases for non-union social services employees, we have finally reached an agreement!

As you know, Spectrum and a coalition of 50 other non-union agencies launched an unfair labour practise complaint against the provincial government, accusing them of discriminating against non-union employees by granting wage increases only to unionized social service workers.

The lawsuit was scheduled to proceed to a full hearing in February 2000. At the eleventh hour, Treasury Board presented an offer to the non-union agencies. The coalition, represented by Rick Mowles (North Shore Association), Ken Pook (Community Living Society) and our own Ernie Baatz, met with government representatives to negotiate a deal for all non-union employees.

In a letter dated February 21, William Adams, CEO of the Public Sector Employers' Council, writes:

"Treasury Board approved the Public Sector Employers' Council Secretariat's (PSEC's) request to implement the following non-union compensation and benefit increases for all non-union agencies in the community social services sector:

- A 5% compensation increase, effective February 1, 2000;
- A 5% increase for benefits, effective April 1, 2000;
- Another 5% compensation increase October 1, 2000;
- Approval in principle for three further increases: 2.5% benefit and 9% wage increase in 2001/2002 and an 8% compensation increase in 2002/2003. The approval in principle for years 2001 - 2003 is subject to PSEC returning to Treasury Board prior to December 31, 2000 to report the appropriateness of the increases."

As a result of this agreement being reached, the coalition has dropped its unfair labour practise complaint. Congratulations to Ernie and the other members of the coalition on a job well done!

Details of the implementation of this plan will be forthcoming. Because each agency has its own internal wage structure and its own benefits package, we hope to have some flexibility in applying the wage lifts. For example, some agencies have one rate for all employees in a job classification, while others (like Spectrum) have a grid with three or four increases upon successive years of employment. Some agencies (like Spectrum) provide an employee assistance plan and RRSP option, while others do not.

Spectrum has had no increase in funding for wages or benefits in five years. However, during that time we have increased wages and benefits several times by cutting costs in other areas and by taking on new programs that came with extra funding. Our costs have continued to rise despite a funding freeze - for example, our Workers' Compensation Board (WCB) rate has risen dramatically this year and will be going up next year as well. Some of the new money for benefits will go toward costs like this over which we have no control.

However, the majority of the increase in funding will be passed on directly to employees in the form of higher wages and improved benefits. We will be making decisions on how to allocate this new funding in the weeks ahead.

To help us make these important decisions, we would like to hear from YOU! What are your priorities? How would you like to see this money allocated within Spectrum? Should it be an across-the-board increase for everyone, or should some positions receive a greater percentage? Which benefits would you like to see added or improved?

Please take a few minutes to complete the enclosed survey, and return it to your Policy Committee representative or to the Spectrum office, c/o Ernie Baatz. The policy committee will be meeting within the next month to review the feedback and make recommendations on how best to allocate these precious dollars.

We will provide further details, and a summary of employees' feedback, as this information becomes available.

Thank you for your feedback!

[Susan Kurliak](#)

Director, Communications

Spectrum Society for Community Living

March 15, 2000

Wages and Benefits Survey

Please take a few minutes to complete this survey on Spectrum's wages and benefits. Return the completed form to your Policy Committee representative, or to

Spectrum Society: 4920 Fraser St., Vancouver B.C. V5W 2Y8, c/o [Ernie Baatz](#)

(Optional) Name E-mail Address:

Program

PART A: WAGES: Please rank the following in order of priority:

I think the existing four-tiered wage grid should be preserved (ie. starting rate, 1 year raise, 2 year raise and 3 year raise). Spectrum should use any new wage money for an across-the-board increase for all employees (an equal percentage added to all positions on the existing grid).

1st Priority ▾ I think the wage grid should be condensed to (check one:)

- One rate for all employees in the same job classification
- A starting rate and one raise at the end of the first year
- A starting rate, a raise at the end of the first year, and a raise at the end of the second year

1st Priority ▾ I think a greater percentage increase should be given to starting employees, to raise the starting wage from \$12.40/hr to \$14.00/hr (closer to the starting rate for unionized workers).

1st Priority ▾ I would like to see the creation of a new wage classification for Key Workers, which would pay slightly more than the CSW rate.

Other ideas or comments:

PART B: BENEFITS: Please rank the following in order of priority

1st Priority ▾ I would like to see the vacation benefit increased to 6 weeks after 10 years of employment (up from the current maximum of 5 weeks vacation). (Cost: Additional 2%)

1st Priority ▾ I would like to see the sick time benefit increased from one day per month to (check one:)

- 1.25 days per month (Cost: Additional 1.2% of wages)
- 1.5 days per month (Cost: Additional 2.3% of wages)

1st Priority ▾

I would like to see the employer portion of the RRSP option increased from 1% of gross earnings to (check one:)

- 2% of gross earnings
- 3% of gross earnings

Other ideas or comments:

Send Feedback

Clear Form