

# SPECTRUM

Society for Community Living

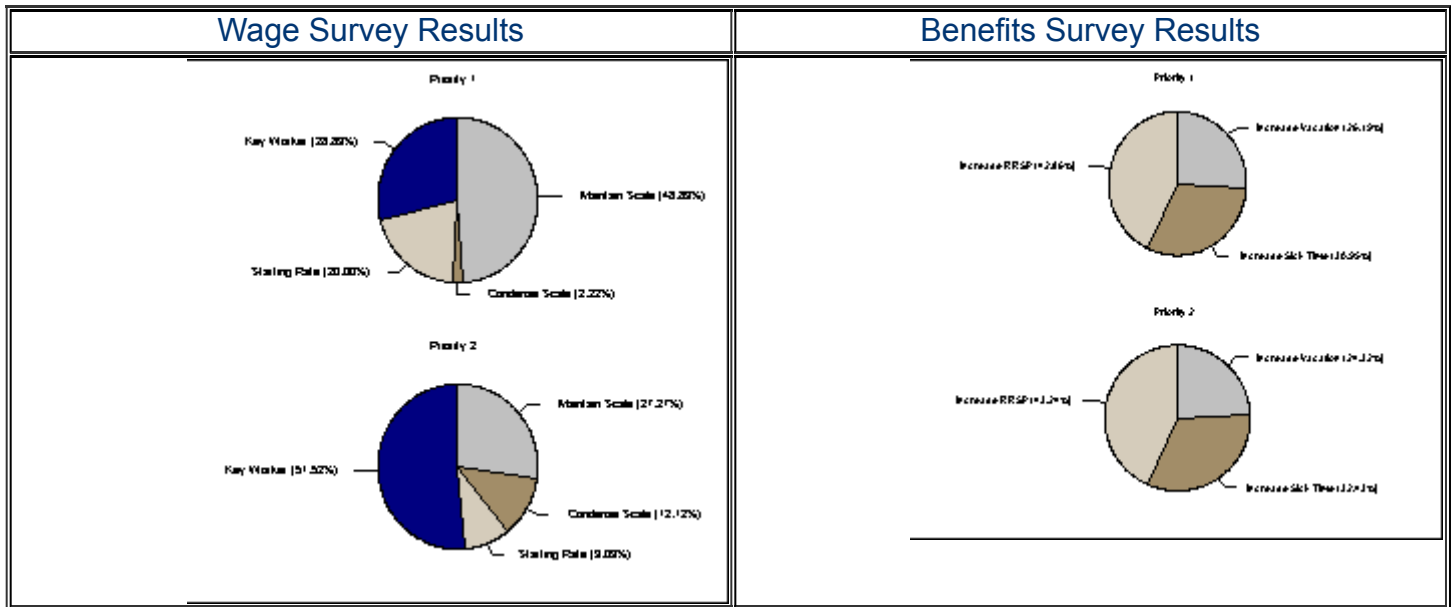
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## Wage Equity Update #8 - April 28<sup>th</sup>, 2000

Survey Results are in!

Last month, we circulated a survey to all Spectrum employees, requesting your input as we allocate wage and benefits increases recently granted to our agency and other non-union employers by the provincial government. The results of this survey have now been reviewed, and we are pleased to be able to share the results with you.

A summary of the survey results is illustrated on the following pie graphs:



The first and second priorities for the majority of respondents were:

1. To maintain Spectrum's current four-tiered pay scale (starting rate, 1 year raise, 2 year raise and 3 year raise for all positions), and
2. To develop a key worker increment to recognize the extra responsibilities of key workers.

### New Pay Scales - July 2000 - Wage Equity

## Pending receipt of funding, the following pay scales will be in effect at Spectrum as of July 9, 2000:

Position	Start	1 year	2 years	3 years
Asleep Overnight	8.00	8.30	8.60	8.90
Awake Overnight	11.75	12.50	13.25	13.75
CSW	13.55	14.05	14.55	15.15
Manager	16.50	17.25	18.00	18.75
Coordinator	20.00	20.75	21.50	22.25
<b>*NEW</b> Key Worker	+ 0.25	+ 0.25	+ 0.25	+ 0.25

### Benefits Plan changes - July 2000

A majority of respondents selected the Group RRSP as the benefit they would most like to see enhanced. This benefit is comparable to a tax free pay increase, as it increases the money given to all employees and the money is sheltered from taxes. The RRSP contributions are available to employees as an emergency backup or savings account and can be redeemed at any time by contacting Standard Life.

Pending receipt of funding, the Group RRSP will change effective July 1<sup>st</sup> to offer matching contributions between the employees and Spectrum at one of two levels:

Contribution Level	Spectrum Provides:	Employee Contributes:	Total Monthly
Level 1	\$25 per month	\$0 - \$49	\$25 - \$74
Level 2	\$50 per month	\$50 - \$75	\$100 - \$125

In addition to increasing the RRSP, other benefits enhancements are being considered. A number of suggestions were added to the bottom of the surveys returned regarding benefits improvements:

- Pharmacy Direct Pay cards allow employees and their families to purchase medications using a card and avoiding the need to apply for reimbursement.
- Expansion of Health Care coverage to cover additional healthcare options such as homeopathy.
- Improvements to the Dental Coverage
- Earlier access to sick time for new staff.

- **Improvements to the Vision Plan**

Accrual of sick time and eligibility for group insurance benefits (extended health, life insurance, accidental death and dismemberment, dental, long term disability, employee assistance program and Group RRSP) are currently subject to a six month waiting period.

### **New Eligibility Timelines**

Eligibility for benefits will also be revised. To ease the administration and streamline the waiting period, the start date for MSP, Group Health benefits, Sick Pay and RRSP contributions will be adjusted to all start at the same time and will coincide with the end of the 3-month probation period for permanent positions.

### **Other Benefits Enhancements**

Sun Life, our current group health benefits provider, is preparing cost estimates for some of the changes suggested on the surveys. Direct Pay cards, changes to Dental and Vision, and expanded coverage on health care each have a cost associated with them. These costs would affect the amount of funding available for wage increases. It may be necessary to schedule some changes to April 1, 2001.

### **Next Steps**

The next steps in implementing the Non-Union Wage Plan are being planned by the Public Sector Employers' Council (PSEC) this month. They will develop a plan for agencies to follow with their funding Ministries that outlines how the funding increases will be passed on to agencies, and how the employers must pass on the increases to employees.

The Non-Union Council of the Community Social Service Employers Association (CSSEA) met on Tuesday, April 4<sup>th</sup> and urged CSSEA to promote a simple and quick process for getting the funds to employees. The Non-Union Council met again on April 25<sup>th</sup> to review the draft plan from PSEC and ensure it met these criteria. We hope to have a plan finalized before June 2000 that can allow the funding to be approved in June and distributed to employees for July 15<sup>th</sup>, 2000.

### **Retroactive Pay to February, 2000**

Because the funding will not be approved until June, we are planning to pay all employees retroactively to February 1, 2000 with a flat percentage increase on their gross income between February 9<sup>th</sup> and July 8<sup>th</sup>, 2000. The retroactive pay would be

paid out on a separate payroll, hopefully by July 15, 2000. The new pay scales would take effect on July 9<sup>th</sup>, 2000.

### **Wage Increase October 1, 2000 - 5% for Wages**

**Pending receipt of funding, the following pay scales will be in effect at Spectrum as of Oct. 1, 2000:**

Position	Start	1 year	2 years	3 years
Asleep Overnight	8.30	8.60	8.90	9.20
Awake Overnight	12.00	12.75	13.50	14.00
CSW	14.25	14.75	15.25	15.75
Manager	17.20	17.95	18.70	19.45
Coordinator	20.75	21.50	22.25	23.00

### **Benefits Increases - April 1<sup>st</sup>, 2001 - 2.5% for Further Enhancements**

Pending receipt of new funding, on April 1<sup>st</sup>, 2001, an additional 2.5% increase in benefits is planned in the Wage Equity Deal. Additional benefits that could be targeted include vacation pay, sick time, or enhanced benefits in our existing Sun Life coverage. The Group RRSP will be enhanced with the addition of a third level of matching contributions, increasing the maximum employer contribution to \$75 per month.

Contribution Level	Spectrum Provides:	Employee Contributes:	Total Monthly
Level 1	\$25 per month	\$0 - \$49	\$25 - \$74
Level 2	\$50 per month	\$50 - \$75	\$100 - \$125
Level 3	\$75 per month	\$75 or more	\$150 or more

Employees can adjust their contribution at any time by submitting their request in writing one week before the end of a payroll period.

Any remaining funds from the 2.5% Benefits increases could be applied additional benefits enhancements or to the Pay Scale.

### **Wage Increases in the Future (October 2001 & October 2002)**

The Wage Equity Deal announced in February included raises for October 1<sup>st</sup>, 2001 of 9% or approximately \$1.00 per hour across the board for direct support staff.

The final step in the agreement is an 8% increase effective October 1<sup>st</sup>, 2000, and this should translate into an increase of \$0.90 per hour.

These two increases should guarantee parity for Spectrum Community Support Workers with other CSW's in Vancouver. The policy committee will also have the opportunity to look at benefits options and wage increases next year to decide what our priorities should be.

The last two wage increases have been announced and approved by Treasury Board, with funding allocated to these priorities over the next two years. These pay scales are still subject to Spectrum receiving the approved level of funding necessary to provide these wage increases.

With families, our policy committee and all employees ensuring that government follows through on its commitments, we will see these pay increases through the next 3 years and ensure that the employees of Spectrum Society receive fair compensation and benefits that ensure security and health for them and their families.

For more information, please talk to your Policy Representative or call Ernie at the office - 323-1433.