



## Wage Equity Update #10

August 15, 2000

## New Pay Rates Confirmed!

We finally have confirmation of a date when funding will arrive to implement the pay increases negotiated with [PSEC](#) (Public Sector Employers' Council). As the funding should arrive in September, we can implement the new pay scales now. The funding will be retroactive to February 1, 2000, so we will pay all employees retroactively for the period of February 1 - to August 8, 2000. This retroactive pay will be paid out in a separate payroll on September 30, 2000.

The following pay scales will be in effect at Spectrum as of August 9, 2000:

<b>Position</b>	<b>Start</b>	<b>1 year</b>	<b>2 years</b>	<b>3 years</b>
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	15.05
Program Supervisor	16.50	17.25	18.00	18.75

You will see these rates reflected on your August 31<sup>st</sup> pay cheque.

The Ministry has withheld a portion of the funding from our contracts for "exempt & management staff" and this has squeezed our ability to implement the full wage package. Treasury Board has requested further data on the extent to which wage increases for line staff will cause compression and inversion problems with agency pay scales. The only piece of the wage package that we will postpone due to this funding delay is the key worker increment.

As stated on the notice from PSEC ([see reverse](#)), the second phase of the funding plan will take place between agencies and their local MCF contract managers, where phase one will be reviewed and the accuracy of all contract details and the actual cost of wages and benefits increases can be determined. The Policy Committee will meet to review the funding received and the plans for future wage increases.

Our ongoing commitment is to ensuring our wages and benefits will continue to be competitive with all other community support workers in Vancouver. Thank you for your support and patience as we worked to ensure the funding was provided.

If you have any questions or concerns, please write to [Ernie](#) or talk to your Policy Representative.



August 9, 2000

John Neilson  
Chief Executive Officer  
Community Social Services  
Employers' Association of BC  
Suite 800, Two Bentall Centre  
555 Burrard Street  
Vancouver BC V7X 1M8

Dear John Neilson;

The Community Social Services Funding Steering Committee has finalized the following implementation plan for wage and benefit increases to provincially-funded, front line non-union workers providing contracted services. The plan calls for funding increases to be coordinated and disbursed in two stages by each of the Ministries providing funding to non-union agencies in the community social services sector.

#### Stage One - February 2000 compensation and April 2000 benefit increases

This first stage will be calculated centrally and will base increased funding amounts on Ministry estimates of provincial contract values in order to expedite the movement of funds from government to non-union agencies. Ministries anticipate that agencies will start to receive this funding in early September 2000. This funding will be issued in conjunction with a Compensation Increase Agreement, and will include a set of target guidelines for the use of funds.

#### Stage Two - October 2000 compensation increase

The second stage will include a reconciliation of provincial contract values and will incorporate any resulting adjustments required to the Stage One funding. In order to ensure timely delivery of the Stage Two funding, agencies will work with their respective government contract administrator(s) to ensure the accuracy of all contract details and the actual cost of wages and benefits increases prior to release of stage two funds.

It is recognized that there will be agencies that are eligible for funding which are both non-union and not members of CSSEA. Ministries will make every effort to identify such agencies and to provide the appropriate compensation increases in a timely manner however it is acknowledged that, in some cases, this is going to be a difficult task. To expedite this process, agencies that feel they are eligible for funding and are not members of CSSEA are advised to contact their provincial government contract administrator(s). If, as a reader of this correspondence, you are aware of an agency which may fit this category please advise them to contact their provincial government contract administrator (s).

Treasury Board has directed PSEC and the funding ministries to finalize their analysis of costs associated with management/exempt staff increases and compression/inversion issues in non-union and unionized agencies in both the community health and community social services sectors. They are to report back to Treasury Board this Fall with the results of that analysis.

If you have any further questions please contact PSEC at (250) 356-0231.

Sincerely,

Roy Emperingham,  
Executive Director and  
Chair of Community Social Service Funding Steering Committee

cc: Community Social Service Funding Steering Committee Members

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