

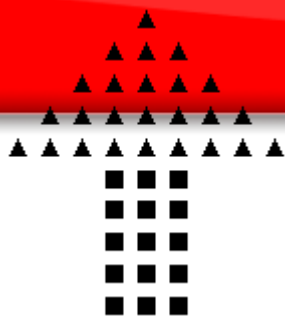
*Spectrum Society for Community Living*

**Wage Equity Update #12**

October 4<sup>th</sup> , 2000

First Retro Pay Arrives!

**Retro Pay will be deposited October 6, 2000**



Our first cheque from the Provincial Government arrived on Tuesday, for retroactive payment of funding increases from February 1, 2000 to November 30<sup>th</sup>, 2000 for the February 1 - 5% increase and the October 1 - 5% increase. The total amount available for retroactive wages for non-management staff was \$44,100.25.

We are expecting additional retroactive payment for funding increases for contracts that we have with the Ministry of Health, with the Vancouver Richmond Health Board, and with microboards. As well, we must still follow the benefits consultation process to receive the April 1<sup>st</sup>, 5% increase for benefits. Our plan for the remaining funding is to wait until we have collected the remaining funding, and to then do another separate payroll to all non-management employees.

**Management and Exempt Employees**

As you may have noticed, all the funding approvals to date have been for non-management employees. CSSEA has presented a proposal to Treasury Board for similar increases for Management and Exempt staff, but it was turned down in July 2000. They have asked for more information on compensation rates in the social service sector before they reconsider the proposal, tentatively scheduled for the end of October.

**Benefits Plan Improvements**

All employees signed up with Sun Life should have received their Direct Pay cards now that will enable you to purchase your prescriptions without having to pay in advance, submit the receipt, and wait for re-imburement. Employees with families needed to complete an additional form to identify their dependents. Please ensure this form is returned to Haisha as soon as possible.

As well, many employees are taking advantage of the increased contributions to our Group RRSP plan. Spectrum will provide matching contributions at two levels, according to the following table:

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

Finally, Sun Life has provided us with updated program booklets with all the benefits enhancements summarized. If you would like an updated book, please call [Haisha](#).

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