

SPECTRUM
Society for Community Living

4920 Fraser Street, Vancouver, B.C. V5W 2Y8

Wage Equity Update #14

May 28th, 2001

A summary of our wage equity progress over the last three years:

Our First New Pay Scale:

As of September 24th, 1998, our first pay increase takes effect.

POSITION	Start	1 year	2 year	3 year
Asleep Overnight	7.30	7.60	7.90	8.20
Awake Overnight	10.85	11.60	12.35	12.85
CSW	12.00	12.45	12.95	13.45
Program Supervisor	15.10	15.80	16.55	17.30

You will see these rates reflected on your October 15th payroll.

The Most Recent New Pay Scale

As of February 24th, 2001, our third pay increase takes effect.

POSITION	Start	1 year	2 year	3 year
Asleep Overnight	8.10	8.40	8.70	9.00
Awake Overnight	11.90	12.65	13.30	13.80
CSW	14.00	14.50	15.00	15.50
Key Worker	14.25	14.75	15.25	15.75
Program Supervisor	16.75	17.50	18.25	19.00

You will see these rates reflected on your March 15th, 2001 payroll.

As planned last summer we are taking the next step in enhancing the group RRSP plan on April 1, 2001, so that now your contribution will be matched by Spectrum up to \$75 per month.

Effective April 1, 2001 the Level 3 benefits are available:

Contribution Level:	Spectrum Provides	if Employee Contributes	Total Monthly:
Level One	\$25.00	\$0 - \$49	\$25 - \$74.00
Level Two	\$50.00	\$50 - \$74	\$100.00 - \$124.00
Level Three	\$75.00	\$75 or more	\$150.00 or more

