



# CSS Bargaining Update: Tentative agreement reached

February 6, 2023

The Community Social Services Bargaining Association (CSSBA) is pleased to announce a tentative agreement has been reached with the Community Social Services Employers Association (CSSEA). This includes agreements for workers in the Community Living Services, General Services and Indigenous Services sub-sectors.

The tentative agreement was negotiated with nine other unions who represent members in the agreement: BCGEU, CUPE, HEU, CSWU Local 1611, CLAC, USW 1-417, UFCW and BCNU.

HSA - which represents over 1000 members covered by this agreement - has been at the bargaining table since February 2022, working hard to bring forward the priorities identified by members. These priorities include fair and equitable wages to address rising costs of living, meaningful recognition and rights for Indigenous workers and the ability to address your own health needs, including mental health supports.

The tentative agreement has a three-year term and includes the following highlights:

- Low-wage redress\* increases, retroactive for all employees past and present to April 1, 2022. (Low-wage redress (LWR) refers to funds that are meant to help reduce long-term inequalities in compensation in both community social services and health care sectors)
- \$0.25/hour increase to all wage grids, retroactive for all employees past and present to April 1, 2022
- 3.24% increase to all wage grids, retroactive for all employees past and present to April 1, 2022
- At least a 5.5% general wage increase, effective first pay period after April 1, 2023
- At least a 2% general wage increase, effective first pay period after April 1, 2024
- Additional wage comparability increases for all classifications
- Increase to transportation allowance, effective date of ratification
- 100% paid sick leave, effective April 1, 2024
- Improvements to health and welfare benefits, leave provisions, safety and health, layoff and recall, bullying and harassment language.

In the coming days, the CSS bargaining committee will share full details of the tentative agreement. Members will also receive invitations to upcoming information sessions and information on how and when they can vote.

Thank you to all CSS members for your patience and ongoing support of your bargaining committee through this difficult round of bargaining. The bargaining committee believes they have secured an agreement members will want to support.

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