



# Community Social Services: Unions, employer exchange preliminary proposals during second week of contract talks

March 20, 2012

The Community Social Services Bargaining Association (CSSBA) and the Community Social Services Employers Association (CSSEA) exchanged their opening proposals during the first round of contract talks, which began February 27.

Over the course of the two week bargaining session, which concluded on March 16, unions and the employer laid the groundwork for future talks with a discussion of each party's issues and concerns.

Throughout those discussions, your bargaining representatives clearly stated that community social service workers need and deserve a fair deal, including a wage increase.

The negotiating committee also created several sub-committees to examine and discuss the competing proposals in greater detail.

Representatives from Aboriginal Services were also at the bargaining table, and are currently completing the specific proposals they will bring to future contract talks.

The multi-union bargaining association negotiates on behalf of CSS workers in General services, Community Living services and Aboriginal services.

CSSBA and CSSEA also agreed that the 2011 Essential Service agreements will remain the same except where normal staffing levels have been changed or the number of management staff or management hours has been altered.

Both parties will return to the bargaining table on April 16.

In the meantime, members are asked to make sure your union has up-to-date contact information ... especially home email and phone numbers ... and to stay tuned for further updates from the bargaining table.

To ensure smooth communication during bargaining, please make sure your contact details are up to date:

Log in on HSA's website [<http://www.hsabc.org/members/login.php>]

You can view or update the contact information we have on file for you. You can also sign up to receive news bulletins directly to your email inbox.

Join the conversation at [www.facebook.com/hsabc](http://www.facebook.com/hsabc) and [twitter.com/hsabc](https://twitter.com/hsabc)

CSSBA includes nine unions with a combined membership of about 15,000. The BCGEU is the largest union in the community social services sector, representing about two-thirds of workers. HSA, CUPE, and HEU are also in the association.

The Community Social Services Employers Association represents 220 agencies.

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