

Wage increases in the tentative 2014-19 collective agreement

The multi-union Community Social Services Bargaining Association (CSSBA) has reached a tentative agreement for the 11,000 union members working in community-based social services across the province.

The five-year agreement significantly closes the wage gap between workers in this sector and those with equivalent positions in the community health sector. This was the focus of the negotiations.

The new community social services tentative agreement is a five-year deal, effective April 1, 2014. It would expire March 31, 2019.

The CSSBA is recommending acceptance of this agreement.

The wage increases are defined as follows:

General wage increase

Community social service workers in Community Living and General Services will receive a **wage increase of 1% per year in 2015, 2017, 2018 and 2019;**

In addition, these workers will receive wage rises as outlined below. Everyone is also eligible for the Economic Stability Dividend.

Community Social Service workers eligible for comparability to Community Health

Approximately three-quarters of members will receive an additional wage increase of 2.5% per year on April 1, 2016, 2017 and 2018.

These increases are targeted at the 77% of community social service members who work in positions that can be directly compared to Community Health.

When you cumulate the general and targeted wage increases, this means that three-quarters of community social service workers will receive a wage increase of up to 11.5% over the duration of the agreement.

Other Community Social Service workers: Targeted wage increases through classification reviews

Another 20% of community social service workers – separate from the 77% outlined in option A above - will be captured in a classification review to apply wage increases in 2016, 2017 and 2018.

A joint union-employer committee will determine the exact wage adjustments for each position in this group. The decisions will be taken in 2014 and 2015, and applied the three years following. The money dedicated to this wage adjustment is equivalent to 0.5% of total payroll each of the three years.

Although we can't determine exact wage rises for this group at this time, the process should result in increases similar to community social service workers who have comparability with Community Health.

For delegated MCFD social workers in Aboriginal Service agencies

Aboriginal Service workers make up the remaining three percent of the bargaining unit.

If you are an employee in a delegated program within Aboriginal Services, your wage increases and timing follow those in the agreement between BCGEU and the Government.

PLUS... the Economic Stability Dividend

All Community Social Service workers are eligible for wage rises from the Economic Stability Dividend, which may generate added further wage increases in 2015, 2016, 2017 and 2018 if the provincial economic growth exceeds projections.