



Health
Sciences
Association of
British Columbia

The Union of Caring Professionals

memorandum

TO: HSA Members covered by the Community Social Services Collective Agreement

FROM: HSA

DATE: August 18, 2008

SUBJECT: Distribution of "Equity Monies"

Community Social Services health science professionals wage grids finalized for 2007 through 2009

More than \$1.5 million in equity funding has been used to increase pay rates for Community Social Service health science professionals. This bulletin summarizes in full the distribution of the "equity monies" amounts of \$491,593; \$516,150 and \$549,157 under Memorandum of Agreement #12 – Joint Job Evaluation Plan of the Community.

The higher pay rates are retroactive to April 1, 2007 and include annual adjustments implemented April 1 2008 and 2009. It's expected that employers will move quickly to implement the new rates and retro should be paid promptly. Social Services sectoral collective agreements.

If you're affected by these changes, your pay cheque or stub should reflect the change as quickly as possible. Should the rate change not appear on pay cheques or stubs issued after September 15, 2008, please contact your steward. If you have not received your retro pay by September 30, contact your steward. The deadline for filing grievances on this issue is October 15, 2008. To expedite settlement of any grievances that are filed, grievances on these issues will be filed directly at Step 2. The alterations in the normal grievance timelines and procedure have been agreed between the Community Social Services Employers' Association and the Community Social Services Bargaining Association of Unions (CSSBA).

1. Grid Changes

Those employees currently classified as matches to the Children Who Witness Abuse Counsellor benchmark and who are at least enrolled in an Art Therapy program of study have been moved into Grid 14. The Classification is now called "Children Who Witness Abuse Counsellor - Art Specialist". Those Children Who Witness Abuse Counsellors without such educational standing retain their current classification title and Grid Level.

Any position supervising the Children Who Witness Abuse Counsellor - Art Specialist (classified as "layered over") will also change grids to maintain a 1-grid difference in pay between the positions.

Unique jobs requiring a Nursing credential will not be placed in a Grid below that of the Residence Nurse.

The detailed wage rates are attached.

The 2007 Paraprofessional Wage Grid

Effective April 1, 2007:

Classification	Points Grid Level	Step 1 0-2000 hours	Step 2 2001 – 4000 hours	Step 3 4001 – 6000 hours	Step 4 6001 hours onwards
Children Who Witness Abuse Counsellor	13	19.39	20.53	21.67	22.82
Accountant	14	21.22	22.47	23.72	24.96
Addictions Counsellor	14	21.22	22.47	23.72	24.96
Adult, Youth and/or Child Counsellor	14	21.22	22.47	23.72	24.96
Children Who Witness Abuse Counsellor – Art Specialist	14	21.22	22.47	23.72	24.96
ESL Instructor	14	21.22	22.47	23.72	24.96
Family Counsellor	14	21.22	22.47	23.72	24.96
Infant Development Consultant	14	21.22	22.47	23.72	24.96
Stopping the Violence Counsellor	14	21.22	22.47	23.72	24.96
Supported Child Care Consultant	14	21.22	22.47	23.72	24.96
Nutritionist	15	22.68	24.00	25.35	26.66
Behavioural Therapist	16	24.52	25.96	27.41	28.85
Clinical Counsellor	16	24.52	25.96	27.41	28.85
Occupational Therapist	16	24.52	25.96	27.41	28.85
Physiotherapist	16	24.52	25.96	27.41	28.85
Residence Nurse	16	24.52	25.96	27.41	28.85
Speech Language Pathologist	17	26.84	28.41	29.98	31.57

Point Band	Points Grid Level	Step 1 0 – 2000 hours	Step 2 2001 – 4000 hours	Step 3 4001 – 6000 hours	Step 4 6001 hours onwards
650 – 692	13	19.39	20.53	21.67	22.82
693 – 736	14	21.22	22.47	23.72	24.96
737 – 780	15	22.68	24.00	25.35	26.66
781 – 824	16	24.52	25.96	27.41	28.85
825 – 868	17	26.84	28.41	29.98	31.57
869 – 912	18	28.68	30.36	32.05	33.75
913 – 956	19	30.53	32.30	34.12	35.91
957 – 1000	20	33.32	35.26	37.21	39.18

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The 2008 Paraprofessional Wage Grid

Effective April 1, 2008:

Classification	Points Grid Level	Step 1 0 – 2000 hours	Step 2 2001 – 4000 hours	Step 3 4001 – 6000 hours	Step 4 6001 hours onwards
Children Who Witness Abuse Counsellor	13	20.27	21.46	22.65	23.86
Accountant	14	22.18	23.49	24.79	26.10
Addictions Counsellor	14	22.18	23.49	24.79	26.10
Adult, Youth and/or Child Counsellor	14	22.18	23.49	24.79	26.10
Children Who Witness Abuse Counsellor – Art Specialist	14	22.18	23.49	24.79	26.10
ESL Instructor	14	22.18	23.49	24.79	26.10
Family Counsellor	14	22.18	23.49	24.79	26.10
Infant Development Consultant	14	22.18	23.49	24.79	26.10
Stopping the Violence Counsellor	14	22.18	23.49	24.79	26.10
Supported Child Care Consultant	14	22.18	23.49	24.79	26.10
Nutritionist	15	23.15	24.50	25.88	27.22
Behavioural Therapist	16	25.03	26.50	27.99	29.46
Clinical Counsellor	16	25.03	26.50	27.99	29.46
Occupational Therapist	16	25.03	26.50	27.99	29.46
Physiotherapist	16	25.03	26.50	27.99	29.46
Residence Nurse	16	25.03	26.50	27.99	29.46
Speech Language Pathologist	17	27.41	29.01	30.61	32.23

Point Band	Points Grid Level	Step 1 0 – 2000 hours	Step 2 2001 – 4000 hours	Step 3 4001 – 6000 hours	Step 4 6001 hours onwards
650 – 692	13	20.27	21.46	22.65	23.86
693 – 736	14	22.18	23.49	24.79	26.10
737 – 780	15	23.15	24.50	25.88	27.22
781 – 824	16	25.03	26.50	27.99	29.46
825 – 868	17	27.41	29.01	30.61	32.23
869 – 912	18	29.28	31.00	32.72	34.46
913 – 956	19	31.17	32.98	34.83	36.66
957 – 1000	20	34.02	36.00	37.98	40.00

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The 2009 Paraprofessional Wage Grid

Effective April 1, 2009:

Classification	Points Grid Level	Step 1 0 – 2000 hours	Step 2 2001 – 4000 hours	Step 3 4001 – 6000 hours	Step 4 6001 hours onwards
Children Who Witness Abuse Counsellor	13	20.76	21.97	23.18	24.43
Accountant	14	22.90	24.25	25.60	26.94
Addictions Counsellor	14	22.90	24.25	25.60	26.94
Adult, Youth and/or Child Counsellor	14	22.90	24.25	25.60	26.94
Children Who Witness Abuse Counsellor – Art Specialist	14	22.90	24.25	25.60	26.94
ESL Instructor	14	22.90	24.25	25.60	26.94
Family Counsellor	14	22.90	24.25	25.60	26.94
Infant Development Consultant	14	22.90	24.25	25.60	26.94
Stopping the Violence Counsellor	14	22.90	24.25	25.60	26.94
Supported Child Care Consultant	14	22.90	24.25	25.60	26.94
Nutritionist	15	23.70	25.08	26.50	27.86
Behavioural Therapist	16	26.26	27.81	29.37	30.91
Clinical Counsellor	16	26.26	27.81	29.37	30.91
Occupational Therapist	16	26.26	27.81	29.37	30.91
Physiotherapist	16	26.26	27.81	29.37	30.91
Residence Nurse	16	26.26	27.81	29.37	30.91
Speech Language Pathologist	17	28.06	29.70	31.33	32.99

Point Band	Points Grid Level	Step 1 0 – 2000 hours	Step 2 2001 – 4000 hours	Step 3 4001 – 6000 hours	Step 4 6001 hours onwards
650 – 692	13	20.76	21.97	23.18	24.43
693 – 736	14	22.90	24.25	25.60	26.94
737 – 780	15	23.70	25.08	26.50	27.86
781 – 824	16	26.26	27.81	29.37	30.91
825 – 868	17	28.06	29.70	31.33	32.99
869 – 912	18	29.98	31.74	33.49	35.28
913 – 956	19	31.91	33.76	35.66	37.53
957 – 1000	20	34.83	36.85	38.88	40.95

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