

December 18, 2018

New wage grids available for Community Social Services

Wage increases effective February 1, 2019

The Public Service Agency has calculated the Economic Stability Dividend (ESD) for 2019, which will amount to a 0.75% increase on hourly rates effective the first pay period after February 1, 2019. A general wage increase of 1% is also in effect on the same date, raising hourly wage rates for all Community Social Service members by a total of 1.75%.

The bargaining agents for the sector have agreed to new wage grids that incorporate these increases for all members represented by the Community Social Services Bargaining Association, including CUPE members who work in Community Living and General Services. See the new wage grids incorporating the wage increases, attached to this e-mail.

The ESD was negotiated in collective agreements covering workers in direct government, health, social services, crown corporations, universities, K to 12 and other post-secondary institutions. The ESD increase applies to all collective agreements with the ESD Memorandum of Understanding.

The Economic Stability Dividend is calculated on the variation between the actual growth in provincial real Gross Domestic Product (GDP) and the projected real GDP growth, provided by the provincial Economic Forecast Council. Real GDP is adjusted for inflation and is measured by Statistics Canada. It is published on a provincial basis in their report titled Real Gross Domestic Product at Market Prices in November of each year.

The CSSBA has confirmed the Employer's ESD calculation of 0.75% on the new wage grids.

This is the last implementation of the Economic Stability Dividend from the April 1, 2014 to March 31, 2019 collective agreement. Under this agreement there was a total of 5.5% in general wage increases, 7.5% for comparability adjustments and 1.95% in four Economic Stability Dividend increases. The recently negotiated collective agreement improves on this with additional general wage increases and annual amounts for Low Wage Redress, which will apply to all positions with comparable jobs in the Health Sector.