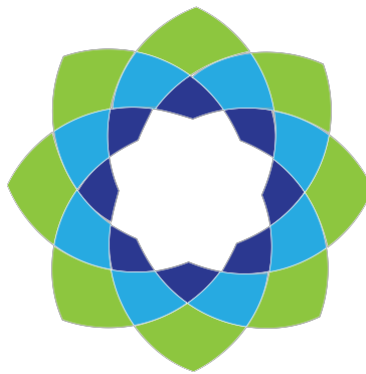


**RATIFICATION DOCUMENT**  
*Highlights*



**Community Social Services**  
**Bargaining Association**

**E&OE**

**Term of the Agreement**

Three-year term: April 1, 2019 to March 31, 2022

**Wages**

General Wage Increases (GWI) and comparability adjustments under low wage redress in the three sub-sector agreements – Community Living Services (CLS), General Services (GS) and Aboriginal Services significantly close the wage gap between our members and those that work in comparable positions in health.

General Wage Increases:

- 1) Effective the first full pay period following April 1, 2019, 2.0% GWI
- 2) Effective the first full pay period following April 1, 2020, 2.0% GWI
- 3) Effective the first full pay period following April 1, 2021, 2.0% GWI

*Note: Wage protected employees will receive 50% of all general wage increases until their new wage rate meets or exceeds their existing wage rate in accordance with the collective agreement.*

**Low Wage Redress**

The Community Social Services Sector made significant gains for low wage redress in the amount of \$60 million. This money will bring the community social services sector even closer to their comparable jobs in health. We will discuss in detail what the amount for low wage redress is in our ratification meetings.

Comparability adjustments will be divided equally in each year of the agreement and will be effective April 1, 2019, April 1, 2020 and April 1, 2021 – at the same time as general wage increases.

Note: the remaining members are those who work in delegated programs in AS. These members will receive the same wage increases and adjustments to the Public Service Agreement.

**Other compensation items**

Pay in lieu of Family Day for part-time and casual employees.

Callback language for remote work paid at a minimum of 30 minutes at time and one-half.

The parties agreed to additional compensation items as follows:

- Effective April 1, 2021, removal of \$10/visit reimbursement cap for paramedical services under the Extended Health Care Plan;
- Enhancements to paramedical services under the Extended Health Care Plan to be determined by the Joint Benefits Committee post ratification for implementation by no later than April 1, 2021

- New monies for Labour Adjustment Education Fund and funding for health and safety and violence prevention training;
- Review of costing data on benefits continuation for employees off on WorksafeBC Claims.

#### 26.9 Transportation Allowance (for CLS/GS only)

<b>Effective April 1, 2019</b>	<b>\$0.49</b>
<b>Effective April 1, 2020</b>	<b>\$0.50</b>
<b>Effective April 1, 2021</b>	<b>\$0.51</b>

#### Non-monetary Items

- New Joint Provincial Occupational Safety and Health Council
- Improved language to support the work of our Occupational Safety and Health worker representatives and committee members
- Members can access an advance of up to two weeks of unearned vacation
- Members can now access vacation payout after a minimum of three weeks is taken
- Three days of special leave for employees experiencing domestic violence
- Renewal of the Continuity of Service Memorandum to October 31, 2022
- Portability for wages and vacation as a step towards full portability for members across the sector
- Updated Compassionate Care Leave and Maternity and Parental leave to include legislated changes