

BRITISH COLUMBIA REGIONAL OFFICE

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Clarity for supportive housing worker pay parity implementation

Pay equity was advanced for supportive housing workers through an amended Memorandum of Agreement (MOA) on August 28. This MOA has caused some confusion for employers, locals, and members, and it is important that supportive housing workers understand the criteria and what steps to take if they do not receive the expected adjustment.

The Community Social Services Employers' Association of BC (CSSEA) sent a Q&A to employers to clarify current eligibility for pay increases and shift premiums. The full document can be found on the [CSSEA website](#).

The key criteria for eligibility includes:

- employer is one of the 50 agencies with a BC Housing contract
- working in a supportive housing program as defined by BC Housing
- work in a program that is provincially funded
- working in a job or classification within the Grid 11 benchmark identified in the [MOA](#)
- location of job involves regular reporting to work on-site at least part of the time

Members who meet all these criteria are encouraged to review upcoming pay stubs to ensure adjustments have been implemented. The change will be made for the first full pay period in October. This means that if your first pay period of October includes September working days, you should see the change on your second pay cheque in October.

If the pay parity adjustment is not implemented, CUPE advises members to take the following steps:

- 1) Talk directly with employer (inquire only)
- 2) Refer to the Q&A employers received from CSSEA

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- 3) If there is resistance or issue, or if there are still barriers to receiving the pay parity, notify your local president, who will connect with your CUPE National Rep for support

CUPE recognizes that there are many other workers who support this type of work and are committed to continuing to advance compensation parity for those workers through 2025 bargaining.

In solidarity,

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