

Bains, Manjit S MCF:EX

From: Bains, Manjit S MCF:EX
Sent: Friday, February 22, 2013 3:54 PM
To: 'kbest@cssea.bc.ca'
Subject: Re: We are back.

Ok, will be over in 15

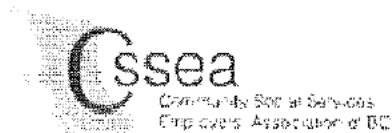
From: Kathie Best [<mailto:kbest@cssea.bc.ca>]
Sent: Friday, February 22, 2013 03:54 PM Pacific Standard Time
To: Bains, Manjit S MCF:EX
Subject: We are back.

The Union have a group identified ready to meet with you.

Kathie

Kathie Best | Director, Corporate Services

Community Social Services Employers' Association | 800 – 555 Burrard Street, Box 232 | Vancouver, BC | V7X 1M8
Direct Line: 604.601.3107 | Toll-free: 1.800.377.3340 Ext. 107 | Fax: 604.687.7266 | kbest@cssea.bc.ca



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Bains, Manjit S MCF:EX

From: Bains, Manjit S MCF:EX
Sent: Tuesday, February 26, 2013 1:08 PM
To: 'kbest@cssea.bc.ca'
Subject: Re: Bargaining Stalled - not necessary to come in

Any word?

----- Original Message -----

From: Kathie Best [<mailto:kbest@cssea.bc.ca>]
Sent: Tuesday, February 26, 2013 12:02 PM Pacific Standard Time
To: Bains, Manjit S MCF:EX
Subject: RE: Bargaining Stalled - not necessary to come in

We don't know at this point.

s.13

Stay tuned.

kathie

From: Bains, Manjit S MCF:EX [Manjit.Bains@gov.bc.ca]
Sent: February 26, 2013 11:57 AM
To: Kathie Best
Subject: Re: Bargaining Stalled - not necessary to come in

Thanks, do you mean for today all together.

----- Original Message -----

From: Kathie Best [<mailto:kbest@cssea.bc.ca>]
Sent: Tuesday, February 26, 2013 11:51 AM Pacific Standard Time
To: Bains, Manjit S MCF:EX
Subject: Bargaining Stalled - not necessary to come in

Bains, Manjit S MCF:EX

From: Bains, Manjit S MCF:EX
Sent: Friday, March 1, 2013 3:29 PM
To: 'kbest@cssea.bc.ca'
Subject: Re: Update

Thks, may stay here til 4 but if need be, can be there in 15.

----- Original Message -----

From: Kathie Best [mailto:kbest@cssea.bc.ca]
Sent: Friday, March 01, 2013 03:15 PM Pacific Standard Time
To: Gentil Mateus <gmateus@cssea.bc.ca>; Anne Nikon <anikon@wjsgroup.com>; Bernadette Spence <bernadette.spence@vacfss.com>; Brenda Gillette <brenda.gillette@cscl.org>; Colleen Spier <colleen@metis.ca>; Dalbhagh Carroll <dcarroll@cssea.bc.ca>; Eric Peraro <eperaro@cssea.bc.ca>; Janice Barr (jbarr@rscl.org) <jbarr@rscl.org>; Kathie Best <kbest@cssea.bc.ca>; Lilla Tipton <ltipton@pracl.ca>; Bains, Manjit S MCF:EX; Marianne Sorensen
s.22 Peter Cameron
; Tony Laing <Tony@pdscl.org>; Vanessa wong <vwong@cssea.bc.ca>
s.22
Subject: Update

No surprise, they are still working and will be in touch at 4 pm. Peter is going to send a

s.13

kathie

Bains, Manjit S MCF:EX

From: Bains, Manjit S MCF:EX
Sent: Friday, March 1, 2013 4:15 PM
To: 'kbest@cssea.bc.ca'
Subject: Re: Update

Ok, be there shortly

----- Original Message -----

From: Kathie Best [<mailto:kbest@cssea.bc.ca>]
Sent: Friday, March 01, 2013 04:13 PM Pacific Standard Time
To: Bains, Manjit S MCF:EX
Subject: Re: Update

Yes

Kathie Best / Manager, Membership and Communications / CSSEA / 604.601.3107

----- Original Message -----

From: Bains, Manjit S MCF:EX [<mailto:Manjit.Bains@gov.bc.ca>]
Sent: Friday, March 01, 2013 04:09 PM Pacific Standard Time
To: Kathie Best
Subject: RE: Update

Still here, should I head back.

-----Original Message-----

From: Kathie Best [<mailto:kbest@cssea.bc.ca>]
Sent: Friday, March 1, 2013 3:33 PM
To: Bains, Manjit S MCF:EX
Subject: RE: Update

We are on the way for a hallway chat. Stay tuned.

From: Bains, Manjit S MCF:EX [Manjit.Bains@gov.bc.ca]
Sent: March 1, 2013 3:29 PM
To: Kathie Best
Subject: Re: Update

Thks, may stay here til 4 but if need be, can be there in 15.

----- Original Message -----

From: Kathie Best [<mailto:kbest@cssea.bc.ca>]
Sent: Friday, March 01, 2013 03:15 PM Pacific Standard Time
To: Gentil Mateus <gmateus@cssea.bc.ca>; Anne Nikon <anikon@wjsgroup.com>; Bernadette Spence <bernadette.spence@vacfss.com>; Brenda Gillette <brenda.gillette@cscl.org>; Colleen Spier <colleen@metis.ca>; Dalbagh Carroll <dcarroll@cssea.bc.ca>; Eric Peraro <eperaro@cssea.bc.ca>; Janice Barr <jbarr@rscl.org> <jbarr@rscl.org>; Kathie Best <kbest@cssea.bc.ca>; Lilla Tipton <ltipton@pracl.ca>; Bains, Manjit S MCF:EX; Marianne Sorensen
s.22 Peter Cameron

Tony Laing <Tony@pdscl.org>; Vanessa

Wong <vwong@cssea.bc.ca>
Subject: Update

No surprise, they are still working and will be in touch at 4 pm. Peter is going to send a

s.13

kathie

Bains, Manjit S MCF:EX

From: Vanessa Wong [vwong@cssea.bc.ca]
Sent: Monday, February 25, 2013 11:38 AM
To: Anne Nikon; Bernadette Spence; Brenda Gillette; Colleen Spier; Dalbhaigh Carroll; Eric Peraro; Janice Barr (jbarr@rscl.org); Kathie Best; Lilla Tipton; Bains, Manjit S MCF:EX; Marianne Sorensen ^{s.22} Peter Cameron
Subject: FW: Updated costing of vacation scenarios
Attachments: Vacation scenarios.pdf

From: Peter Cameron ^{s.22}
Sent: February-25-13 11:32 AM
To: Kathie Best; Vanessa Wong
Subject: Fwd: Updated costing of vacation scenarios

Please print for me and forward to the Committee.

Begin forwarded message:

From: Eric Peraro <eperaro@cssea.bc.ca>
Subject: Updated costing of vacation scenarios
Date: 24 February, 2013 8:14:33 PM PST
To: "Peter Cameron" ^{s.22}
Mateus <gmateus@cssea.bc.ca>

Gentil

Summary of result

Vacation Scenario	Savings	% of Total Compensation
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s.13, s.17

Page 7 redacted for the following reason:

s.13, s.17

Bains, Manjit S MCF:EX

From: Kathie Best [kbest@cssea.bc.ca]
Sent: Friday, February 22, 2013 3:00 PM
To: Bains, Manjit S MCF:EX
Subject: RE: What's Happening....

Great, I will let you know.

From: Bains, Manjit S MCF:EX [mailto:Manjit.Bains@gov.bc.ca]
Sent: February-22-13 2:50 PM
To: Kathie Best
Subject: RE: What's Happening....

Just finishing some work here, I will come over when you guys come back into the room for good.

Manjit

From: Kathie Best [mailto:kbest@cssea.bc.ca]
Sent: Friday, February 22, 2013 2:50 PM
To: Bains, Manjit S MCF:EX
Subject: What's Happening....

Hi

We met with the union at 2 pm to respond to their proposal. We are back in the caucus room while Peter is on a conference call with PSEC. We will be going back into the room to finish our response in about 20-30 minutes. You are welcome to come hang out or I can let you know when we are back for good.

Kathie

Kathie Best | Director, Corporate Services

Community Social Services Employers' Association | 800 – 555 Burrard Street, Box 232 | Vancouver, BC | V7X 1M8
Direct Line: 604.601.3107 | Toll-free: 1.800.377.3340 Ext. 107 | Fax: 604.687.7266 | kbest@cssea.bc.ca



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Bains, Manjit S MCF:EX

From: Kathie Best [kbest@cssea.bc.ca]
Sent: Thursday, February 7, 2013 12:24 PM
To: Anne Nikon (anikon@wjsgroup.com); Bernadette Spence (bernadette_spence@vacfss.com); Bernadette Spence (cynthia_sumner@vacfss.com); Bill Dartnell (bdartnell@icss.ca); Brenda Gillette (brenda.gillette@csci.org); Colleen Spier (colleen@metis.ca); Fernando Coelho (fcoelho@posabilities.ca); Janice Barr (jbarr@rscl.org); Kathleen Bennett (kbennett@nifcs.org); Lilla Tipton (lтиpton@pracl.ca); Bains, Manjit S MCF:EX; Marianne Sorensen (msorensenawac@shaw.ca); Tony Laing (tony@pdscl.org)
Cc: Peter Cameron; Gentil Mateus
Subject: Bargaining Update - Invitation to Bargaining
Importance: High

Bargaining Committee

CSSEA will be extending an invitation to the CSSBA to resume collective bargaining as soon as possible. Since there may be an issue with securing adequate meeting space within the next couple of week, we have suggested that a small delegation from CSSEA and the CSSBA meet next week to discuss the resumption of talks including ensuring the parties have access to the necessary data to inform bargaining. We have requested a prompt response from the CSSBA. As soon as we have confirmation that talks will be resuming and the dates and location, we will notify you.

If we were to meet next week, can you please indicate if you would be available and what dates would work best for you.

Kathie

Kathie Best | Director, Corporate Services

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Bains, Manjit S MCF:EX

From: Kathie Best [kbest@cssea.bc.ca]
Sent: Friday, February 8, 2013 3:10 PM
To: Kathie Best
Cc: Peter Cameron; Gentil Mateus; Bains, Manjit S MCF:EX; Vanessa Wong; Dalbhagh Carroll
Subject: Bargaining Dates Set

Hi

The CSSBA has accepted our invitation to return to the bargaining table. The week of February 18 has been confirmed at the Hyatt Regency Vancouver. A second week, February 25, has tentatively been reserved just in case. Peter would like us to meet in caucus on **Monday, February 18 at 1:30 pm** in the upstairs boardroom, **Charles Room, Suite 1165, 555 Burrard Street.**

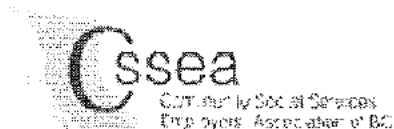
As I will be **s.22** next week, Dalbhagh will follow up with you on your availability and hotel arrangements. Please confirm with Dalbhagh your attendance for the week of February 18 and your availability for the week of February 25. Also, let her know if you require a hotel room at the Hyatt for the week of the 18th.

A small delegation, Tony Laing, Marianne Sorensen and Bernadette Spence, Peter, Gentil, will be meeting with the CSSBA on Friday, February 15 at the BCGEU HQ office, 4911 Canada Way, Burnaby to discuss the resumption of talks.

If you have any questions, please contact Dalbhagh at 604-601-3130 or via email at dcarroll@cssea.bc.ca.
Kathie

Kathie Best | Director, Corporate Services

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Bains, Manjit S MCF:EX

From: Kathie Best [kbest@cssea.bc.ca]
Sent: Wednesday, February 20, 2013 11:03 AM
To: 'Itipton@praci.ca'; 'brenda.gillette@cscl.org'; 'bernadette_spence@vacfss.com'; 'jbarr@rscl.org'; 'Marianne Sorensen'; Bains, Manjit S MCF:EX; Eric Peraro; 'Anne Nikon'; 'Colleen Spier'; Vanessa Wong; Dalbhagh Carroll
Subject: FW: BCGEU Budget Release

From: Thomas Marshall
Sent: February-20-13 10:34 AM
To: Gentil Mateus; s.22
Cc: Draper, Kindree PSEC:EX; 'Rob Mingay'; Kathie Best; Whittier, Joanne GCPE:EX; Hull, Deborah PSEC:EX
Subject: BCGEU Budget Release

The BCGEU's release on the budget mentions are sector.

See highlighted section below:

"Balanced" budget will see more cuts to services and asset fire sale

19 Feb '13

The Liberal government's supposedly balanced budget will come at a high cost to public sector workers and the people and businesses that rely on quality public services.

"After a decade of budget and staffing cuts, extending the hiring freeze will lead to the loss of another 1,350 public sector jobs and most ministries are facing budget cuts or small increases well below the rate of inflation," says Darryl Walker BCGEU president.

"Our justice system and Community Living BC are both in crisis. Neither are getting the meaningful budget increases they desperately need. Community and social service workers are the lowest paid workers in our health care system. They will see no increase. The Ministry of Children and Family Development will be unable to adequately serve the most vulnerable people in our society. These are just a few examples. BCGEU members know all too well that budget cuts have undermined the delivery of all public services," says Walker.

Many of these service cuts will also have a direct negative impact on the economy. The most obvious example is the enormous permit backlog in our natural resource sector. The Ministry of Forests, Lands and Natural Resource Operations is facing a budget cut of almost \$40 million, the biggest single cut in ministry spending. There is no reason to believe the permit backlog will be cleared. The economic activity and job creation of our natural resources sector will continue to be squandered.

Also troubling is the sell-off of important public assets. The Liberals plan to sell almost twice as many public assets in the next two years as they sold off in all of the 2000's. This sell-off comes at a time of declining land prices and is not the time to sell surplus assets.

The government has also failed to use the carbon tax to create new revenue. The carbon tax will not be increased, expanded or broadened to include industrial process emissions. "Reducing B.C. greenhouse gas emissions is critical to addressing climate change and must be the responsibility of all of us," says Walker.

Thomas Marshall | Director, Communications

Community Social Services Employers' Association | 800 – 555 Burrard Street, Box 232 | Vancouver, BC | V7X 1M8
Direct Line: 604.601.3127 | Toll-free: 1.800.377.3340 Ext. 127 | Fax: 604.687.7266 | tmarshall@cssea.bc.ca

Page 12 redacted for the following reason:

s.13, s.17

Bains, Manjit S MCF:EX

From: Kathie Best [kbest@cssea.bc.ca]
Sent: Thursday, February 21, 2013 2:13 PM
To: 'Marianne Sorensen'; 'jbarr@rscl.org'; 'Tony Laing'; 'brenda.gillette@cscl.org'; 'Itipton@pracl.ca'; 'Colleen Spier'; 'Anne Nikon'; Bains, Manjit S MCF:EX; Vanessa Wong
Subject: FW: Community Health language
Attachments: PastedGraphic-1.pdf

From: Peter Cameron s.22
Sent: February-21-13 2:09 PM
To: Kathie Best
Subject: Community Health language

Bains, Manjit S MCF:EX

From: Kathie Best [kbest@cssea.bc.ca]
Sent: Thursday, February 21, 2013 10:01 PM
To: Gentil Mateus; Anne Nikon; Bernadette Spence; Brenda Gillette; Colleen Spier; Dalbhagh Carroll; Eric Peraro; Janice Barr (jbarr@rscl.org); Kathie Best; Lilla Tipton; Bains, Manjit S MCF:EX; Marianne Sorensen; Peter Cameron s.22 ; Tony Laing; Vanessa Wong
Subject: FW: CSSBA Proposal - February 21, 2013
Attachments: Feb 21 2013 UBA proposal.doc

Here is a copy of the proposal we just received. See you all at 9:30 am tomorrow.

Kathie

Pages 15 through 34 redacted for the following reasons:

s.13, s.17

Bains, Manjit S MCF:EX

From: Kathie Best [kbest@cssea.bc.ca]
Sent: Friday, February 22, 2013 2:50 PM
To: Bains, Manjit S MCF:EX
Subject: What's Happening....

Hi

We met with the union at 2 pm to respond to their proposal. We are back in the caucus room while Peter is on a conference call with PSEC. We will be going back into the room to finish our response in about 20-30 minutes. You are welcome to come hang out or I can let you know when we are back for good.

Kathie

Kathie Best | Director, Corporate Services

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Bains, Manjit S MCF:EX

From: Kathie Best [kbest@cssea.bc.ca]
Sent: Friday, February 22, 2013 3:00 PM
To: Bains, Manjit S MCF:EX
Subject: RE: What's Happening....

Great, I will let you know.

From: Bains, Manjit S MCF:EX [mailto:Manjit.Bains@gov.bc.ca]
Sent: February-22-13 2:50 PM
To: Kathie Best
Subject: RE: What's Happening....

Just finishing some work here, I will come over when you guys come back into the room for good.

Manjit

From: Kathie Best [mailto:kbest@cssea.bc.ca]
Sent: Friday, February 22, 2013 2:50 PM
To: Bains, Manjit S MCF:EX
Subject: What's Happening....

Hi

We met with the union at 2 pm to respond to their proposal. We are back in the caucus room while Peter is on a conference call with PSEC. We will be going back into the room to finish our response in about 20-30 minutes. You are welcome to come hang out or I can let you know when we are back for good.

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From: Kathie Best [kbest@cssea.bc.ca]
Sent: Friday, February 22, 2013 3:54 PM
To: Bains, Manjit S MCF:EX
Subject: We are back.

The Union have a group identified ready to meet with you.

Kathie

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Bains, Manjit S MCF:EX

From: Kathie Best [kbest@cssea.bc.ca]
Sent: Monday, February 25, 2013 1:44 PM
To: Bains, Manjit S MCF:EX
Subject: RE: my attendance

Not to worry the group is still at lunch. 2:30 will be fine.

From: Bains, Manjit S MCF:EX [<mailto:Manjit.Bains@gov.bc.ca>]
Sent: February-25-13 1:40 PM
To: 'Peter Cameron'
Cc: Kathie Best
Subject: RE: my attendance

I am sure you guys are missing me but my eta is closer to 2:30. Got pulled into a meeting.

Manjit

From: Bains, Manjit S MCF:EX
Sent: Monday, February 25, 2013 11:40 AM
To: 'Peter Cameron'
Cc: 'Kathie Best'
Subject: my attendance

Hi Peter,

I will be coming over at about 2, have some things I need to wrap up around here.

Manjit

Bains, Manjit S MCF:EX

From: Kathie Best [kbest@cssea.bc.ca]
Sent: Monday, February 25, 2013 3:01 PM
To: 'Colleen Spier'; Bains, Manjit S MCF:EX; 'Bernadette Spence'; 'kbennett@nifcs.org'; Alexia Jones
Cc: s.22 Vanessa Wong
Subject: AS Language Discussion

Hi

We will be meeting at 1:30 pm on Thursday to discuss the AS language – Horizon Room, 35th Floor, Coast Plaza.

Colleen – can you attend?

Kathleen – can you come down?

Kathie

Kathie Best | Director, Corporate Services

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Bains, Manjit S MCF:EX

From: Kathie Best [kbest@cssea.bc.ca]
Sent: Monday, February 25, 2013 9:08 PM
To: Bains, Manjit S MCF:EX; Janice Barr; s.22
Cc: Eric Peraro; Gentil Mateus
Subject: Tuesday Start Time

Hi

We are getting together Tuesday at 11:30 am. See you then.

Kathie

Bains, Manjit S MCF:EX

From: Kathie Best [kbest@cssea.bc.ca]
Sent: Tuesday, February 26, 2013 11:52 AM
To: Bains, Manjit S MCF:EX
Subject: Bargaining Stalled - not necessary to come in

Bains, Manjit S MCF:EX

From: Kathie Best [kbest@cssea.bc.ca]
Sent: Tuesday, February 26, 2013 12:02 PM
To: Bains, Manjit S MCF:EX
Subject: RE: Bargaining Stalled - not necessary to come in

We don't know at this point.

s.13

Stay tuned.

kathie

From: Bains, Manjit S MCF:EX [Manjit.Bains@gov.bc.ca]
Sent: February 26, 2013 11:57 AM
To: Kathie Best
Subject: Re: Bargaining Stalled - not necessary to come in

Thanks, do you mean for today all together.

----- Original Message -----

From: Kathie Best [mailto:kbest@cssea.bc.ca]
Sent: Tuesday, February 26, 2013 11:51 AM Pacific Standard Time
To: Bains, Manjit S MCF:EX
Subject: Bargaining Stalled - not necessary to come in

Bains, Manjit S MCF:EX

From: Kathie Best [kbest@cssea.bc.ca]
Sent: Tuesday, February 26, 2013 1:16 PM
To: Bains, Manjit S MCF:EX
Subject: RE: Bargaining Stalled - not necessary to come in

Hallway meeting. stay tuned.

From: Bains, Manjit S MCF:EX [Manjit.Bains@gov.bc.ca]
Sent: February 26, 2013 1:08 PM
To: Kathie Best
Subject: Re: Bargaining Stalled - not necessary to come in

Any word?

----- Original Message -----

From: Kathie Best [mailto:kbest@cssea.bc.ca]
Sent: Tuesday, February 26, 2013 12:02 PM Pacific Standard Time
To: Bains, Manjit S MCF:EX
Subject: RE: Bargaining Stalled - not necessary to come in

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kathie

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Subject: Bargaining Stalled - not necessary to come in

Bains, Manjit S MCF:EX

From: Kathie Best [kbest@cssea.bc.ca]
Sent: Tuesday, February 26, 2013 2:28 PM
To: Bains, Manjit S MCF:EX
Subject: RE: Bargaining Stalled - not necessary to come in

Hi

s.13

We are waiting

to hear back from them.

Kathie

From: Bains, Manjit S MCF:EX [Manjit.Bains@gov.bc.ca]
Sent: February 26, 2013 1:08 PM
To: Kathie Best
Subject: Re: Bargaining Stalled - not necessary to come in

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Subject: Bargaining Stalled - not necessary to come in

Bains, Manjit S MCF:EX

From: Kathie Best [kbest@cssea.bc.ca]
Sent: Tuesday, February 26, 2013 3:41 PM
To: Bains, Manjit S MCF:EX
Subject: Bargaining Update or not...

Hi

We just heard from the union that they are working on something to present to us that will be ready in an hour..... maybe 4:30 .

Kathie

Bains, Manjit S MCF:EX

From: Kathie Best [kbest@cssea.bc.ca]
Sent: Thursday, February 28, 2013 3:57 PM
To: ltipton@praci.ca; bernadette_spence@vacfss.com; anikon@wisgroup.com;
colleen@metis.ca; Bains, Manjit S MCF:EX; Janice Barr; s.22
brenda.gillette@cscl.org
Subject: FW: Union option 1 and 2 draft costing
Attachments: Employer Proposal option 1 - 28Feb 2013.pdf; Employer Proposal option 2 - 28Feb 2013.pdf

From: Eric Peraro
Sent: February 28, 2013 3:54 PM
To: Peter Cameron s.22 Kathie Best; Dalbhash Carroll
Cc: Gentil Mateus
Subject: Union option 1 and 2 draft costing

Pages 47 through 48 redacted for the following reasons:

s.13, s.17

Bains, Manjit S MCF:EX

From: Kathie Best [kbest@cssea.bc.ca]
Sent: Thursday, February 28, 2013 8:40 PM
To: Bains, Manjit S MCF:EX
Subject: Friday - we are starting at 8:45 am

Kathie Best | Director, Corporate Services

Community Social Services Employers' Association | 800 – 555 Burrard Street, Box 232 | Vancouver, BC | V7X 1M8
Direct Line: 604.601.3107 | Toll-free: 1.800.377.3340 Ext. 107 | Fax: 604.687.7266 | kbest@cssea.bc.ca



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Bains, Manjit S MCF:EX

From: Kathie Best [kbest@cssea.bc.ca]
Sent: Friday, March 1, 2013 2:02 PM
To: Anne Nikon; Bernadette Spence; Brenda Gillette; Colleen Spier; Dalbhaigh Carroll; Eric Peraro; Janice Barr (jbarr@rscl.org); Kathie Best; Lilla Tipton; Bains, Manjit S MCF:EX; Marianne Sorensen s.22 Peter Cameron
s.22 Tony Laing; Vanessa Wong
Subject: Update - they are working hard and will touch base at 3 pm

Bains, Manjit S MCF:EX

From: Kathie Best [kbest@cssea.bc.ca]
Sent: Friday, March 1, 2013 3:16 PM
To: Gentil Mateus; Anne Nikon; Bernadette Spence; Brenda Gillette; Colleen Spier; Dalbhagh Carroll; Eric Peraro; Janice Barr (jbarr@rscl.org); Kathie Best; Lilla Tipton; Bains, Manjit S MCF:EX; Marianne Sorensen s.22 Peter Cameron
Subject: Update s.22 Tony Laing; Vanessa Wong

No surprise, they are still working and will be in touch at 4 pm. Peter is going to send a

s.13

kathie

Bains, Manjit S MCF:EX

From: Kathie Best [kbest@cssea.bc.ca]
Sent: Friday, March 1, 2013 4:14 PM
To: Bains, Manjit S MCF:EX
Subject: Re: Update

Yes

Kathie Best / Manager, Membership and Communications / CSSEA / 604.601.3107

----- Original Message -----

From: Bains, Manjit S MCF:EX [mailto:Manjit.Bains@gov.bc.ca]
Sent: Friday, March 01, 2013 04:09 PM Pacific Standard Time
To: Kathie Best
Subject: RE: Update

Still here, should I head back.

-----Original Message-----

From: Kathie Best [mailto:kbest@cssea.bc.ca]
Sent: Friday, March 1, 2013 3:33 PM
To: Bains, Manjit S MCF:EX
Subject: RE: Update

We are on the way for a hallway chat. Stay tuned.

From: Bains, Manjit S MCF:EX [Manjit.Bains@gov.bc.ca]
Sent: March 1, 2013 3:29 PM
To: Kathie Best
Subject: Re: Update

Thks, may stay here til 4 but if need be, can be there in 15.

----- Original Message -----

From: Kathie Best [mailto:kbest@cssea.bc.ca]
Sent: Friday, March 01, 2013 03:15 PM Pacific Standard Time
To: Gentil Mateus <gmateus@cssea.bc.ca>; Anne Nikon <anikon@wjsgroup.com>; Bernadette Spence <bernadette.spence@vacfss.com>; Brenda Gillette <brenda.gillette@cscl.org>; Colleen Spier <colleen@metis.ca>; Dalbhagh Carroll <dcarroll@cssea.bc.ca>; Eric Peraro <eperaro@cssea.bc.ca>; Janice Barr (jbarr@rscl.org) <jbarr@rscl.org>; Kathie Best <kbest@cssea.bc.ca>; Lilla Tipton <ltipton@pracl.ca>; Bains, Manjit S MCF:EX; Marianne Sorensen
s.22 Peter Cameron
s.22 Tony Laing <Tony@pdsc1.org>; Vanessa Wong <vwong@cssea.bc.ca>
Subject: Update

No surprise, they are still working and will be in touch at 4 pm. Peter is going to send a

s.13

kathie

Bains, Manjit S MCF:EX

From: Kathie Best [kbest@cssea.bc.ca]
Sent: Saturday, March 2, 2013 12:51 AM
To: Anne Nikon; Bernadette Spence; Brenda Gillette; Colleen Spier; Dalbhagh Carroll; Eric Peraro; Janice Barr (jbarr@rscl.org); Kathie Best; Lilla Tipton; Bains, Manjit S MCF:EX; Marianne Sorensen s.22 Peter Cameron
s.22 Tony Laing; Vanessa Wong
Subject: Summary of Employer Presentation
Attachments: March 1 -3 Employer's Proposal.docx

Here is a copy of the summary of our presentation to the union.

kathie

Pages 54 through 59 redacted for the following reasons:

s.13, s.17

Bains, Manjit S MCF:EX

From: Kathie Best [kbest@cssea.bc.ca]
Sent: Monday, March 4, 2013 1:43 PM
To: Anne Nikon; Bernadette Spence; Brenda Gillette; Colleen Spier; Dalbagh Carroll; Eric Peraro; Janice Barr (jbarr@rscl.org); Kathie Best; Lilla Tipton; Bains, Manjit S MCF:EX; Marianne Sorensen ^{s.22} Peter Cameron
Subject: ^{s.22} Tony Laing; Vanessa Wong
Message From Carol Metz Murray

Pass on my congratulations to the bargaining team.

Kind Regards
Carol Metz Murray



200 - 2540 Shaughnessy Street
Port Coquitlam, B.C. V3C 3W4
604-941-7111 ext 101

www.tricitytransitions.com

You are the creator of your year ahead! make it a good one, live each day as if it were your last, love with all of your heart. Dream and allow yourself to believe, that anything is possible!

From: Kathie Best [mailto:kbest@cssea.bc.ca]
Sent: March-04-13 11:50 AM
Subject: BB 20 - Tentative Agreement Reached with the CSSBA

If you experience difficulties accessing this information, please contact Kathie Best , 604-601-3107, toll free at 1.800.377.3340 or via email at kbest@cssea.bc.ca.

Bargaining Bulletin

BB-20 • Mar. 2013

BARGAINING BULLETIN
keeps members informed of
their bargaining teams'
progress before, during and
after collective bargaining.
Please update your
bargaining teams on
emerging issues related to
collective bargaining:

BARGAINING TEAMS

Aboriginal Services
Bernadette Spence
Colleen Spier
Kathleen Bennett
Email asbt@cssea.bc.ca

Community Living Services
Brenda Gillette
Janice Barr
Lilla Tipton
alternates:
Fernando Coelho
Tony Laing
Email clsbt@cssea.bc.ca

General Services
Anne Nikon
Bill Dartnell
Marianne Sorensen
Email gsbt@cssea.bc.ca

TENTATIVE AGREEMENT REACHED WITH THE CSSBA

CSSEA and the Community Social Services Bargaining Association (CSSBA) reached a tentative two-year collective agreement for Community Living Services and General Services for the period between April 1, 2012 and March 31, 2014.

The agreement was achieved under the provincial government's cooperative gains mandate and provides for a modest increase in compensation found through savings identified in cooperation with the CSSBA.

More information about the agreement will be provided to members in the ratification packages, which will be sent within the next week.

We're very happy that we were able to reach a fair and affordable collective agreement that meets the needs of our employers, your employees and most importantly ensures the continued delivery of quality services to your clients.

Our bargaining teams deserve our thanks for their hard work and commitment for reaching an agreement with the CSSBA.

Bains, Manjit S MCF:EX

From: Peter Cameron s.22
Sent: Wednesday, February 20, 2013 3:14 PM
To: Kathie Best
Cc: 'Marianne Sorensen'; 'Colleen Spier'; Vanessa Wong; Dalbhagh Carroll; 'jbarr@rscl.org'; 'llypton@pracl.ca'; Bains, Manjit S MCF:EX; 'Brenda Gillette'; Gentil Mateus; Eric Peraro
Subject: Cost Savings



130220 Cost
Saving Info.docx



ATT00001.txt

Pages 63 through 64 redacted for the following reasons:

s.13, s.17

Bains, Manjit S MCF:EX

From: Bains, Manjit S MCF:EX
Sent: Monday, February 25, 2013 1:40 PM
To: 'Peter Cameron'
Cc: 'Kathie Best'
Subject: RE: my attendance

I am sure you guys are missing me but my eta is closer to 2;30. Got pulled into a meeting.

Manjit

From: Bains, Manjit S MCF:EX
Sent: Monday, February 25, 2013 11:40 AM
To: 'Peter Cameron'
Cc: 'Kathie Best'
Subject: my attendance

Hi Peter,

I will be coming over at about 2, have some things I need to wrap up around here.

Manjit

Bains, Manjit S MCF:EX

From: Bains, Manjit S MCF:EX
Sent: Wednesday, March 20, 2013 4:33 PM
To: 'Peter Cameron'
Subject: Update

Hi Peter,

The decision on the funding is not coming today, possibly tomorrow.

I will update you as I receive information.

Manjit

Bains, Manjit S MCF:EX

From: Sandbu, Anne MCF:EX
Sent: Sunday, February 10, 2013 2:25 PM
To: Bains, Manjit S MCF:EX
Subject: RE: Bargaining Dates Set

Yes -- thanks -- call me Tuesday and I will update you on government's position.

From: Bains, Manjit S MCF:EX
Sent: Friday, February 8, 2013 3:12 PM
To: Sandbu, Anne MCF:EX
Subject: FW: Bargaining Dates Set

Hi Ann,

I am sure you are aware of this but just in case. The continuity of service is always one of the last items that is dealt with. Depending on how the negotiations go we will need to be prepared when the conversation turns to the continuity of service.

I did that briefing note on the CoS last October. I will re-reference it for yourself and for Wes. There will then need to be some decisions on next steps.

I will get the documents to you by Tuesday.

Manjit

From: Kathie Best [<mailto:kbest@cssea.bc.ca>]
Sent: Friday, February 8, 2013 3:10 PM
To: Kathie Best
Cc: Peter Cameron; Gentil Mateus; Bains, Manjit S MCF:EX; Vanessa Wong; Dalbagh Carroll
Subject: Bargaining Dates Set

Hi

The CSSBA has accepted our invitation to return to the bargaining table. The week of February 18 has been confirmed at the Hyatt Regency Vancouver. A second week, February 25, has tentatively been reserved just in case. Peter would like us to meet in caucus on **Monday, February 18 at 1:30 pm** in the upstairs boardroom, **Charles Room, Suite 1165, 555 Burrard Street**.

As I will be **s.22** next week, Dalbagh will follow up with you on your availability and hotel arrangements. Please confirm with Dalbagh your attendance for the week of February 18 and your availability for the week of February 25. Also, let her know if you require a hotel room at the Hyatt for the week of the 18th.

A small delegation, Tony Laing, Marianne Sorensen and Bernadette Spence, Peter, Gentil, will be meeting with the CSSBA on Friday, February 15 at the BCGEU HQ office, 4911 Canada Way, Burnaby to discuss the resumption of talks.

If you have any questions, please contact Dalbagh at 604-601-3130 or via email at dcarroll@cssea.bc.ca.
Kathie

Kathie Best | Director, Corporate Services

Community Social Services Employers' Association | 800 – 555 Burrard Street, Box 232 | Vancouver, BC | V7X 1M8



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Bains, Manjit S MCF:EX

From: Bains, Manjit S MCF:EX
Sent: Monday, February 18, 2013 5:00 PM
To: Sandbu, Anne MCF:EX
Subject: Update - bargaining

Importance: High

Hi Ann,

I was with the employers' caucus this afternoon. Peter Cameron and Gentil set the framework for this week's round of bargaining. They shared details from last Friday's meeting with the CSSBA (unions)

s.13, s.17

We are convening tomorrow morning at 9 to review the possible initial proposal that could go to the union.

Continuity of Service

Gentil and I spoke about the continuity of service. He was asking that we be prepared with answer in case bargaining goes well and it is the last thing remaining. I advised that you and I had been talking and that we are aware and are preparing. It is probable that a deal could come together quickly.

s.13, s.17

Manjit

Bains, Manjit S MCF:EX

From: Bains, Manjit S MCF:EX
Sent: Wednesday, February 20, 2013 8:39 AM
To: Sandbu, Anne MCF:EX
Subject: RE: Bargaining

Absolutely that is the plan, I just want us to be prepared. The conversation on the
s.13, s.17

Manjit

-----Original Message-----

From: Sandbu, Anne MCF:EX
Sent: Wednesday, February 20, 2013 8:35 AM
To: Bains, Manjit S MCF:EX
Subject: FW: Bargaining

Info from Wes -

s.13, s.17

-----Original Message-----

From: Boyd, Wes MSD:EX
Sent: Wednesday, February 20, 2013 8:34 AM
To: Sandbu, Anne MCF:EX
Subject: Re: Bargaining

We should leave this until the very end.....that is what we have done in the past.....I

s.13, s.17

Sent from my iPad

On 2013-02-20, at 8:30 AM, "Sandbu, Anne MCF:EX" <Anne.Sandbu@gov.bc.ca> wrote:

> It the CoS.

>

> -----Original Message-----

> **From:** Boyd, Wes MSD:EX
> **Sent:** Wednesday, February 20, 2013 8:30 AM
> **To:** Sandbu, Anne MCF:EX
> **Subject:** Re: Bargaining

>

> I am speaking at a ministry event. Free at 10am. Is this cos? Or signing the strategy?

>

> Sent from my iPad

>

> On 2013-02-20, at 8:28 AM, "Sandbu, Anne MCF:EX" <Anne.Sandbu@gov.bc.ca> wrote:

>

>> Are you around - would like to have a quick call on an issue that manjit is dealing with in bargaining - he needs to know before 9:30.

>>

>> -----Original Message-----

>> **From:** Bains, Manjit S MCF:EX
>> **Sent:** Wednesday, February 20, 2013 8:19 AM

>> To: Sandbu, Anne MCF:EX
>> Subject: RE: Bargaining
>>
>> Yes, for information purposes.
>>

s.13, s.17

>>
>> Manjit
>>
>> -----Original Message-----
>> From: Sandbu, Anne MCF:EX
>> Sent: Wednesday, February 20, 2013 7:00 AM
>> To: Bains, Manjit S MCF:EX
>> Subject: Re: Bargaining
>>
>> Info
>>
>> On 2013-02-19, at 8:54 PM, "Bains, Manjit S MCF:EX" <Manjit.Bains@gov.bc.ca> wrote:

>>> Hi Ann,
>>>
>>> Bargaining concluded at 6. We are reconvening at 9:30.
>>>
>>> Today, CSSEA presented a non monetary proposal along with having a verbal discussion on monetary possibilities. The discussion was to set the table for the upcoming negotiations. The discussions did reference what had happened in the community health agreement. The reason there was no formal monetary proposal was that all the required government signatures have not yet been obtained. The hope is that this will happen tomorrow morning.
>>>
>>> The unions countered with a list of the outstanding issues. One of which is s.13, s.17

We will be having a discussion on this tomorrow morning at the employers' caucus. I will keep you updated.

>>>
>>> Manjit

Bains, Manjit S MCF:EX

From: Bains, Manjit S MCF:EX
Sent: Wednesday, February 20, 2013 8:54 AM
To: Sandhu, Anne MCF:EX; Boyd, Wes MSD:EX
Subject: MoU continuity of Service

Ann, Wes,

The discussion on the CoS will happen at the end after negotiations on monetary and non monetary have concluded.

That being said the union did put forward some requests on the CoS.

They are as follows:

s.13, s.17

To assist I have attached the relevant portions of the MoU.

s.13, s.17

s.13, s.17

Manjit

Bains, Manjit S MCF:EX

From: Bains, Manjit S MCF:EX
Sent: Thursday, February 21, 2013 10:08 PM
To: Sandbu, Anne MCF:EX
Subject: Bargaining

Hi Ann,

Bargaining just concluded for the day. The union replied with a counterproposal, much of which dealt with non monetary.

s.13, s.17

They again reiterated the desire to meet me to discuss CoS.

The caucus is reconvening tomorrow morning. I am going to meet them around lunch hour as I have a s.22 to attend to.

If any questions, my cell is s.17

Bains, Manjit S MCF:EX

From: Bains, Manjit S MCF:EX
Sent: Saturday, February 23, 2013 6:54 PM
To: Sandbu, Anne MCF:EX
Subject: Re: bargaining update

Your welcome,

We actually did not reconvene with the union. They are still working through the cssea proposal, may have been too hopeful with my slow momentum comment.

It will start up again at 9 tomorrow.

Manjit

From: Sandbu, Anne MCF:EX
Sent: Saturday, February 23, 2013 06:50 PM Pacific Standard Time
To: Bains, Manjit S MCF:EX
Subject: Re: bargaining update

Thanks for the updates

On 2013-02-23, at 4:59 PM, "Bains, Manjit S MCF:EX" <Manjit.Bains@gov.bc.ca> wrote:

CSSEA responded to the union proposal of Feb 21st.

The response included monetary and non monetary. In its non monetary response CSSEA agreed to a number of proposals, suggested others go to a sector committee for discussion and provided counterproposals on others.

The monetary response provided details on:

s.13, s.17

It also included a counterproposal on wage increases. The wage increase provisions were as follows:

s.13, s.17

s.13, s.17

There is slow momentum building but it may pick up quickly. We will be reconvening with the union in the next hour or so.

Manjit

Bains, Manjit S MCF:EX

From: Bains, Manjit S MCF:EX
Sent: Monday, February 25, 2013 10:10 AM
To: Sandhu, Anne MCF:EX
Subject: update from Sunday

Hi Ann,

We did meet with the unions yesterday, they provided a counterproposal. There was movement by the union. The highlevel summary is as follows:

Non monetary:

- There are some items that are close to agreement or have been agreed to;
- Others are still going to require discussion.

Monetary:

s.13, s.17

Continuity of Service

I did not speak to the CoS at all, however Peter did raise it with the unions at main bargaining table. He was not speaking on behalf of government, he was just offering his thoughts. He indicated that

s.13, s.17

Aboriginal Services

s.13, s.16, s.17

s.13, s.16, s.17

Negotiations begin again in the afternoon.

Manjit

Bains, Manjit S MCF:EX

From: Sandbu, Anne MCF:EX
Sent: Monday, February 25, 2013 2:28 PM
To: Bains, Manjit S MCF:EX
Subject: RE: Job security

OK - the DM is OK with having this agreement continue -so you should be able to sign off.

-----Original Message-----

From: Bains, Manjit S MCF:EX
Sent: Monday, February 25, 2013 2:11 PM
To: Sandbu, Anne MCF:EX
Subject: RE: Job security

Hi Ann,

Just in follow up to this. What occurred last time was that I was in conversation with Pat throughout the entire proceedings. One the last day when the deal came together I spoke to him repeatedly. My understanding was that if everything worked out then I could sign off on behalf of government. This included for all the funders, primarily HSD and MCFD. The negotiations concluded at 2 in the morning.

I am not sure how it would work with having the DM signature, obviously would be something that would need to be sent to him or possibly pre-signed. This did not work last time as there were minor changes in dates to the agreement.

Your thoughts.

Manjit

-----Original Message-----

From: Sandbu, Anne MCF:EX
Sent: Tuesday, February 19, 2013 12:36 PM
To: Bains, Manjit S MCF:EX
Subject: RE: Job security

Prefer DM signature.

-----Original Message-----

From: Bains, Manjit S MCF:EX
Sent: Tuesday, February 19, 2013 12:09 PM
To: Sandbu, Anne MCF:EX
Subject: Re: Job security

Thanks,

The MoU will require government signature. I signed in the last round. Is it ok for me to sign for this round?

----- Original Message -----

From: Sandbu, Anne MCF:EX
Sent: Monday, February 18, 2013 05:18 PM Pacific Standard Time
To: Bains, Manjit S MCF:EX
Subject: FW: Job security

s.13, s.17

Bains, Manjit S MCF:EX

From: Bains, Manjit S MCF:EX
Sent: Tuesday, February 26, 2013 10:49 AM
To: Sandbu, Anne MCF:EX
Subject: Bargaining Update

Hi Ann,

We did meet with the CSSBA (unions) yesterday to provide a counterproposal.

Non monetary is essentially the same as Sunday's update. There are things that both sides are in agreement or close to agreement. Others will require discussion but I think would not be impediments to a deal.

Monetary:

There was no change in CSSEA's proposal on wages.

CSSEA did provide a more fulsome list of items from which cost savings, to help fund salary lifts, could occur. The union has only put forward items that have little impact to current benefits in the collective agreement.

Continuity of Service

s.13

Tone of Meeting

s.13

The union is to respond today. Good chance negotiations could come to a head today or tomorrow, probably tomorrow.

Manjit

Bains, Manjit S MCF:EX

From: Bains, Manjit S MCF:EX
Sent: Thursday, February 28, 2013 8:58 AM
To: Sandbu, Anne MCF:EX
Subject: Bargaining Update

Hi Anne,

- There was little movement on the monetary proposals by the CSSBA (unions).
- CSSEA countered that the divide was too big to continue with small incremental negotiations and that there would be a move to a final offer;
- The final offer could potentially be an offer that considered a couple of scenarios;
- The CSSBA is wanting to see the final offer.
- CSSEA, (employers' caucus) is working on that today and it will be presented tomorrow.
- It is not expected that it will lead to a deal as the differences are so substantial;

s.13

Manjit

Bains, Manjit S MCF:EX

From: Bains, Manjit S MCF:EX
Sent: Friday, March 1, 2013 9:20 AM
To: Sandbu, Anne MCF:EX
Subject: Re: CoS

Hi Anne,

We will be meeting with the unions at 9:30 to present the final offer, quite possible there might be one offer after this. There is still some wiggle room that could be utilized if the unions begin to move on their positions.

If bargaining does pick up there will likely be one suggested change to the CoS. It is the one I have highlighted below. I

s.13

If it does come I will need authority to sign off on the change.

s.13

From: Bains, Manjit S MCF:EX
Sent: Saturday, February 23, 2013 04:38 PM Pacific Standard Time
To: Sandbu, Anne MCF:EX
Subject: CoS

Hi Ann,

I did have a brief meeting with union representatives about the CoS. Peter Cameron attended with me. As per our discussion I stuck to the script, which is as follows.

s.13, s.17

s.13, s.17

Manjit

Bains, Manjit S MCF:EX

From: Bains, Manjit S MCF:EX
Sent: Friday, March 1, 2013 7:33 PM
To: Sandbu, Anne MCF:EX
Subject: Bargaining

Hi Anne,

The union made significant moves towards a deal. It might come together tonight, therefore a good chance we will need to talk about CoS tonight.

Going for dinner. I will call you afterwards.

Manjit

Bains, Manjit S MCF:EX

From: Bains, Manjit S MCF:EX
Sent: Saturday, March 2, 2013 1:04 AM
To: Sandbu, Anne MCF:EX
Subject: Re: Update

Sorry, thought i would just give you an update. Awaiting the union reply. If it comes together then it will move to CoS.

s.13, s.17

s.13, s.17

That is what i am going to tell the unions. I may call you just to give you the details.

Manjit

----- Original Message -----

From: Sandbu, Anne MCF:EX
Sent: Friday, March 01, 2013 10:34 PM Pacific Standard Time
To: Bains, Manjit S MCF:EX
Subject: Re: Update

Ok

On 2013-03-01, at 10:32 PM, "Bains, Manjit S MCF:EX" <Manjit.Bains@gov.bc.ca> wrote:

> Going back in with a counterproposal, nothing being presented on the CoS at this point.
>
> Sorry, when we get to that stage i may have to call you.
>
> Manjit
>

INFORMATION APPENDIX D

CONTINUITY OF SERVICE AND EMPLOYMENT MEMORANDUM

*between**Community social Services Employers' Association (CSSEA)**and**Community Social Services Bargaining Association (CSSBA)**and**The Province of British Columbia***Definitions**

To the extent that this Memorandum of Understanding ("*the MOU*") does not otherwise define a word or phrase, the definitions in the *Labour Relations Code* and the *Community Services Labour Relations Act* apply.

In the MOU:

"*Contracting*" includes requests for proposals, other tendering activity, and contracts entered into, where the successful proponent will provide substantially the same services as those being provided by a CSSEA member. The term does not include, however, arrangements to provide new programs or services; the use of volunteers or family home providers; the direct funding of individuals or families; or the awarding of contracts or transferring services or programs to aboriginal agencies.

"*CSSEA member*" means an employer designated as a social services employer under the *Public Sector Employers Act*, and includes agencies and Authorities.

"*Employee*" means a regular employee (full-time or part-time) in a bargaining unit of a CSSEA member.

"*Province*" means any provincial Ministry to the extent the Ministry funds into the community social services sector.

"*CLBC*" means Community Living British Columbia.

General Principles

The purpose of the MOU is to promote client service and employment continuity.

Contracting must comply with the principles and processes set out in the MOU.

Nothing in the MOU in any way restricts the right of CSSEA members to contract out as provided for under the *Health and Social Services Delivery Improvement Act*.

No party to the MOU will ask an arbitrator or other tribunal to find that the province, CLBC, an Authority or an agency is a "*true Employer*" or "*common Employer*" as a result of provisions of the MOU.

No party to the MOU will apply to the Labour Relations Board for a variance under this MOU without giving notice to all the affected parties, including individual unions that may be affected.

E&OE "Without Prejudice"

Unless otherwise indicated, this proposal applies to CLS and GS only
cope 378

March 2, 2013

4:08 AM

The MOU does not operate with respect to any contracting commenced prior to ~~August 13, 2011~~ March 2, 2013 and it expires for all purposes on October 31, ~~2012~~ 2014.

Service And Employment Continuity

The following provisions apply to contracting by the province, CLBC, Authorities and by CSSEA members.

1. Where services are being provided by CSSEA members as of ~~August 13, 2011~~ March 2, 2013, the Province, CLBC, an Authority and CSSEA members will enter into contracts with respect to those services only:

- (a) with CSSEA member, or
- (b) with proponents who, although not current CSSEA members, agree to be designated as CSSEA members (i.e. for purposes of the employees providing the contracted services) if and when they are awarded the contract.

2. Where an employee's services are no longer required as a result of contracting, the employee is entitled to priority hiring over external applicants, with the successful proponent (hereinafter "*the receiving Employer*") in accordance with the following provisions:

- (a) The receiving Employer will determine the number and manner of vacancies created in the program.
- (b) Displaced employees wishing priority access must submit an application for employment. This provision does not preclude casual employees from receiving work where work is available.
- (c) Displaced employees will be interviewed and assessed, and to be eligible for hire, they must meet the receiving Employer's required qualifications, as per the Collective Agreement, and have the present capability to perform the work. Employees on leave at the time of contracting will be assessed by the receiving Employer for a vacancy, at the end of their leave, per the Collective Agreement.
- (d) Accepted employees will receive credit for service and port their seniority. This will include casual employees where they are offered work.
- (e) In the event several employees are interested in a single position, the successful candidate will be determined by the receiving Employer, pursuant to the Collective Agreement.
- (f) Where employees are integrated into an existing certification, the employees will be represented by the union representing the employees in that certification and will receive the terms and conditions of employment applicable to that certification.
- (g) Grievances arising from this Memorandum are with the receiving Employer.
- (h) This memorandum will also apply to agencies who become members of CSSEA by virtue of the Order in Council (OIC) six months following such order.
- (i) A displaced employee who is enrolled in a pension plan that is the same as the pension plan at the receiving Employer will have access to the pension plan only in accordance with the plan rules. If the pension plan is different the employee will have the right to participate in the new plan consistent with the terms of the plan. This language does not confer a right to a pension plan where no such plan exists, nor does it expand the rules of any pension plan.

E&OE "Without Prejudice"

Unless otherwise indicated, this proposal applies to CLS and GS only


cope 378

March 2, 2013

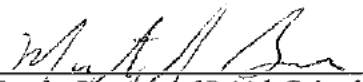
4:08 AM

This Memorandum of Agreement is subject to the ratification by CSSEA and CSSBA of their tentative agreements pursuant to their Memorandum dated ~~August 13, 2011~~ March 2, 2013.

Agreed to:


For the CSSBA


For the CSSEA


For the Province of British Columbia

Date: March 2, 2013

Pages 90 through 166 redacted for the following reasons:

s.13, s.17

Sandbu, Anne MCF:EX

From: Karri McDonald <kmcdonald@cssea.bc.ca>
Sent: Wednesday, April 17, 2013 5:11 PM
To: Hunter, Richard CLBC:EX; Boyd, Wes MSD:EX; Guidoriagao, Kimberley MSD:EX; 'danmaxwell@bchousing.org'; 'agnesross@bchousing.org'; 'ronstrome@bchousing.org'; Faganello, Tara JAG:EX; Hoefer, Catherine HLTH:EX; Niessen, Elizabeth JAG:EX; Walsh, Taryn JAG:EX; Andrade, Ana JAG:EX; Semcesen, Mila JAG:EX; Sandbu, Anne MCF:EX; Merry, Kathleen MCF:EX; Cavanaugh, Lynda A JAG:EX; Strome, Ron BCHM:IN; Hemingway, Joyce CLBC:EX; 'Agnes Ross'; Corwin, Lucas A PSEC:EX
Cc: Eric Peraro; Thomas Marshall
Subject: 10 AM Meeting: CSSEA and Funding Ministries/Agencies for CSSEA members - Agenda and presentation
Attachments: 2013 04 19 Agenda Meeting with Funders.pdf; 2013 04 19 CEO Presentation Funders Meeting.pdf

Good afternoon,

Please find attached the agenda for Friday's meeting along with the presentation that will be given. For those not attending in person, please use our conference bridge and you are welcome to follow along using our presentation link (both are provided on the agenda).

Thank you,
Karri

Karri McDonald | Executive Assistant & Board Liaison
Office of Gentil Mateus, Chief Executive Officer
Office of Thomas Marshall, Director of Communications

Community Social Services Employers' Association | 800 – 555 Burrard Street, Box 232 | Vancouver, BC | V7X 1M8
Direct Line: 604.601.3148 | Toll-free: 1.800.377.3340 Ext. 148 | Fax: 604.687.7266 | kmcdonald@cssea.bc.ca



AGENDA

Date: Friday, April 19, 2013

Time: 10:00 to 11:30 am

Place: CSSEA Boardroom, Suite 800 - 555 Burrard, Vancouver, BC

BC Housing

Dan Maxwell

Agnes Ross

Ron Strome

Community Living BC

Richard Hunter

Joyce Hemingway

CSSEA

Gentil Mateus

Eric Peraro

Thomas Marshall

Ministry of Children & Family Development

Anne Sandbu

Ministry of Health

Catherine Hoefer

Ministry of Justice

Lynda Cavanaugh

Tara Faganello

Mila Semcesen

Taryn Walsh

Ministry of Social Development

Wes Boyd

Public Sector Employers' Council

Lucas Corwin

1.

2.

Not Responsive

3.

4. 2012-14 Tentative Collective Agreement Monetary Provisions –
Gentil Mateus

5.

Cooperative Gains Mandate – Gentil Mateus

6.

Not Responsive

CONFERENCE BRIDGE INFORMATION

Not Responsive

COMMUNITY SOCIAL SERVICES EMPLOYERS' ASSOCIATION OF BC

SOCIAL SERVICES SECTOR FUNDERS MEETING

APRIL 19, 2013



**GENTIL MATEUS
CHIEF EXECUTIVE OFFICER**

WELCOME

AGENDA:

Not Responsive

- 2012–14 Tentative Collective Agreement
 - Monetary Provisions – Wages
 - Monetary Provisions – Expenses and Allowances, Extended Healthcare Benefits
- Cooperative Gains Mandate - Savings and Cost Avoidance

Not Responsive

Pages 171 through 173 redacted for the following reasons:

Not Responsive

2012-14 COLLECTIVE AGREEMENTS

Wage Increases for:

Community Living, General Services and Aboriginal Agreements

- 1.5% General Wage Increase – effective April 1, 2013
- 1.5% General Wage Increase – effective January 1, 2014
- 1.0% Labour Market Increase for Step 1 rate for JJEP jobs – effective April 1, 2013
- MOA #9 – Labour Market Adjustment re: \$400,000 (LMI adjustment) for JJEP jobs – effective April 1, 2013

2012-14 ABORIGINAL AGREEMENT

MONETARY PROVISIONS FOR ABORIGINAL SERVICES ONLY (MCFD FUNDED)

Delegated and Family Preservation or BCGEU Master Jobs

- 1.0% General Wage Increase – effective April 1, 2012 for GEU Master Jobs
- 1.0% General Wage Increase – effective August 15, 2012 for GEU Master Jobs
- 1.0% General Wage Increase – effective April 1, 2013 for GEU Master Jobs
- 1.0% General Wage Increase – effective December 1, 2013 for GEU Master Jobs

2012-14 COLLECTIVE AGREEMENTS

ADDITIONAL MONETARY PROVISIONS: EXPENSES AND ALLOWANCES

Mileage Allowance Improvement [Article 26.9]

- \$0.45 per kilometer effective April 1, 2013 (increase from \$0.41/km) for CLS/GS
- \$0.49 per kilometer effective April 1, 2013 (increase from \$0.45/km) for AS

Meal Allowance Improvement [Article 26.10]

- Breakfast \$10.00, increase of \$1.50 effective April 1, 2013
- Lunch \$12.25, increase of \$1.75 effective April 1, 2013
- Dinner \$21.25, increase of \$2.00 effective April 1, 2013

2012-14 COLLECTIVE AGREEMENTS

ADDITIONAL MONETARY PROVISIONS: EXPENSES AND ALLOWANCES

Criminal Record Checks [Article 26.13]

- Employer to pay for the cost of criminal records checks for current staff

Labour Management Committee [Article 8.3]

- Straight-time pay for attendance at meetings outside of regular office hours to a maximum of 24 hours per year

Extended Health Plan [Article 27.6]

- Effective April 1, 2013 hearing aids (including devices and accessories) will increase to: \$1,000 per adult every 48 months and \$1,000 per child every 24 months

SAVINGS AND COST AVOIDANCE

- Reducing casual employee "pay-in-lieu" of vacation to 9.8% effective April 1, 2013
- Mandatory Early Intervention Program
- Centralized Maintenance Drug Dispensing
- Disability and Drug Management
- Deleting MOA #18 re market adjustment premium
- Printing: Collective Agreement, expired March 31, 2012 – none
- Printing: Collective Agreement, current – ½ usual amount
- Article 3.10 re payment for union bargaining costs
- Saving \$60,000 by not replenishing the LAEF
- Harmonization of benefits by deleting statutory holiday superior benefits

Pages 179 through 180 redacted for the following reasons:

Not Responsive



Community Social Services
Employers' Association of BC

BOARD OF DIRECTORS

Liz Barnett
Wes Boyd
Lucas Corwin
Bill Dartnell
Bill Fildes
Brenda Gillette
Carol Goozh
Eileen Howells
Anne Sandbu
Judy Smith
Bernadette Spence

CSSEA Staff

Gentil Mateus
Karri McDonald

Board of Directors Meeting AGENDA

Date: Monday, March 4, 2013

Time: 12:30 pm to 2:30 pm

Place: CSSEA, Suite 800, 555 Burrard Street, Vancouver, BC

* Lunch is available at 11:45 am in the library

ITEMS

Not Responsive

3. Business Arising

Not Responsive

3.2. Bargaining - Update

Not Responsive

COMMUNITY SOCIAL SERVICES
EMPLOYERS' ASSOCIATION OF BC
800 – 555 Burrard St.
Box 232, Vancouver BC
V7X 1M8
T 604.687.7220.
F 604.687.7266
1.800.377.3340
www.cssea.bc.ca

Page 182 redacted for the following reason:

Not Responsive

Board of Directors –Minutes of December 3, 2012

Minutes

**Community Social Services Employers' Association of BC
Board of Directors Meeting / Conference Call**

Date: Monday, December 3, 2012
Present: W. Boyd (*teleconference*), L. Corwin, B. Dartnell, B. Fildes, B. Gillette, C. Goozh, E. Howells,
A. Sandbu, B. Spence
Regrets: L. Barnett, J. Smith
Staff: G. Mateus, K. McDonald

Not Responsive

4.2. Ratification of CLBC Tentative Agreement

For information only: G. Mateus reported that while CLBC withdrew from CSSEA by order in council in 2009, however, according to *the Act*, CSSEA remains the only accredited bargaining agent for CLBC. CLBC

just successfully negotiated and their board has ratified the tentative agreement, going forward, this issue will need to be addressed before the next round of collective bargaining.

Not Responsive

Page 185 redacted for the following reason:

Not Responsive



Community Social Services
Employers' Association of BC

BOARD OF DIRECTORS

Liz Barnett
Wes Boyd
Lucas Corwin
Bill Dartnell
Bill Fildes
Brenda Gillette
Carol Goozh
Eileen Howells
Anne Sandbu
Judy Smith
Bernadette Spence

CSSEA Staff

Gentil Mateus
Karri McDonald

Board of Directors Meeting AGENDA

Date: Monday, June 3, 2013

Time: 12:30 pm to 2:30 pm

Place: CSSEA, Suite 800, 555 Burrard Street, Vancouver, BC

* Lunch is available at 11:45 am in the library

ITEMS

Not Responsive

3. CEO Update
 - 3.1. Bargaining and Ratification

Not Responsive

COMMUNITY SOCIAL SERVICES
EMPLOYERS' ASSOCIATION OF BC
800 – 555 Burrard St.
Box 232, Vancouver BC
V7X 1M8
T 604.687.7220.
F 604.687.7266
1.800.377.3340
www.cssea.bc.ca

Minutes

**Community Social Services Employers' Association of BC
Board of Directors Meeting / Conference Call**

Date: Monday, March 4, 2013
Present: L. Barnett, W. Boyd (*teleconference*), L. Corwin, B. Dartnell, B. Fildes, B. Gillette, C. Goozh,
E. Howells (*teleconference*), A. Sandbu, B. Spence
Regrets: J. Smith
Staff: J. Gregory, G. Mateus, K. McDonald, E. Peraro

Not Responsive

3.2. Bargaining - Update

G. Mateus reported that a tentative agreement has been reached for both Community Living Services and General Services. The agreements allow for a modest wage increase in 2013, a labour market adjustment and another modest wage increase in 2014 with a total compensation of approximately 3.2% by the end of the agreement. The ratification information meetings will be arranged across the province before the ratification vote sometime in April. The agreements have the full endorsement of the bargaining team and are a good deal for the employers, the employees, our clients and at the end of the agreement it will marginally close the wage gap with Community Health. The directors expressed their congratulations to the bargaining committee, the CSSEA staff and Peter Cameron for the successful conclusion of bargaining pending ratification.

Not Responsive

Pages 188 through 189 redacted for the following reasons:

Not Responsive

Sandbu, Anne MCF:EX

From: Karri McDonald <kmcdonald@cssea.bc.ca>
Sent: Friday, May 31, 2013 2:31 PM
To: Merry, Kathleen MCF:EX; Sandbu, Anne MCF:EX; 'Assistant to Bernadette Spence'; 'Bernadette Spence'; 'Bill Dartnell'; 'Bill Fildes (bill.fildes@aimhi.ca)'; 'Brenda Gillette'; Goozh, Carol J CLBC:EX; Medina, Margaret CLBC:EX; 'Eileen Howells (eileenvdacl@shawcable.com)'; Mayer, Fay LBR:EX; 'Judy Smith (jsmith@metisfamilyservices.ca)'; 'Liz Barnett (lizb@nsdrc.org)'; 'Lucas Corwin'; Corwin, Lucas A PSEC:EX; Guidoriagao, Kimberley MSD:EX; Boyd, Wes MSD:EX; 'Lucas Corwin'; Merry, Kathleen MCF:EX; Sandbu, Anne MCF:EX; 'Assistant to Bernadette Spence'; 'Bernadette Spence'; 'Bill Dartnell'; 'Bill Fildes (bill.fildes@aimhi.ca)'; 'Brenda Gillette'; Goozh, Carol J CLBC:EX; Medina, Margaret CLBC:EX; 'Eileen Howells (eileenvdacl@shawcable.com)'; Mayer, Fay LBR:EX; 'Judy Smith (jsmith@metisfamilyservices.ca)'; 'Liz Barnett (lizb@nsdrc.org)'; 'Lucas Corwin'; Corwin, Lucas A PSEC:EX; Guidoriagao, Kimberley MSD:EX; Boyd, Wes MSD:EX
Cc: Kathie Best; Jessica Gregory; Eric Peraro; Thomas Marshall
Subject: Supplement to Agenda Package for: 12:30 PM_CSSEA Board of Directors Meeting
Attachments: CSSEA.PDF; 2013 06 03 Board Agenda Package.pdf

Good afternoon,

Please find attached supplements to Monday's Board package:

Not Responsive

Have a lovely weekend,
Karri

Karri McDonald | Executive Assistant & Board Liaison
Office of Gentil Mateus, Chief Executive Officer
Office of Thomas Marshall, Director of Communications

Community Social Services Employers' Association | 800 – 555 Burrard Street, Box 232 | Vancouver, BC | V7X 1M8
Direct Line: 604.601.3148 | Toll-free: 1.800.377.3340 Ext. 148 | Fax: 604.687.7266 | kmcdonald@cssea.bc.ca



COMMUNITY SOCIAL SERVICES EMPLOYERS' ASSOCIATION OF BRITISH COLUMBIA

**BOARD OF DIRECTORS MEETING
JUNE 3, 2013
VANCOUVER, BC**

CEO UPDATE

OVERVIEW OF:

- Ratification

Not Responsive



RATIFICATION

PARTICIPATION & VOTING RESULTS

With 91% member participation, the members voted to ratify the collective agreements:

- Community Living – 96% (union 71%)
- General Services – 97% (union 84%)
- Aboriginal Services – 100% (union 86%)



Pages 194 through 200 redacted for the following reasons:

Not Responsive

Sandbu, Anne MCF:EX

From: Karri McDonald <kmcdonald@cssea.bc.ca>
Sent: Monday, June 10, 2013 4:57 PM
To: lizb@nsdrc.org; Boyd, Wes MSD:EX; Corwin, Lucas A PSEC:EX; bdartnell@lcss.ca; 'Bill Fildes (bill.fildes@aimhi.ca)'; Brenda Gillette; Goozh, Carol J CLBC:EX; Medina, Margaret CLBC:EX; 'Eileen Howells (eileenvdacl@shawcable.com)'; Sandbu, Anne MCF:EX; jsmith@metisfamilyservices.ca; Bernadette Spence
Cc: Guidoriagao, Kimberley MSD:EX; Mayer, Fay PSEC:EX; Assistant to Bernadette Spence; Merry, Kathleen MCF:EX
Subject: Please use this version instead - CSSEA Board of Directors - Minutes and Update for Action Items
Attachments: CSSEA.PDF

Hello,

Please use this attached version instead.

Thanks, Karri

From: Karri McDonald
Sent: June-10-13 4:49 PM
To: 'Anne Sandbu'; 'Anne Sandbu (anne.sandbu@gov.bc.ca)'; 'Assistant to Bernadette Spence'; 'Bernadette Spence'; 'Bill Dartnell'; 'Bill Fildes (bill.fildes@aimhi.ca)'; 'Brenda Gillette'; 'Carol Goozh (carol.goozh@gov.bc.ca)'; 'Carol Goozh (margaret.medina@gov.bc.ca)'; 'Eileen Howells (eileenvdacl@shawcable.com)'; 'Fay Mayer, Assistant to Lucas Corwin'; 'Judy Smith (jsmith@metisfamilyservices.ca)'; 'Liz Barnett (lizb@nsdrc.org)'; 'Lucas Corwin'; 'Lucas Corwin (lucas.corwin@gov.bc.ca)'; 'Wes Boyd (kimberley.guidoriagao@gov.bc.ca)'; 'Wes Boyd (Wes.Boyd@gov.bc.ca)'; 'Lucas Corwin'; 'Anne Sandbu'; 'Anne Sandbu (anne.sandbu@gov.bc.ca)'; 'Assistant to Bernadette Spence'; 'Bernadette Spence'; 'Bill Dartnell'; 'Bill Fildes (bill.fildes@aimhi.ca)'; 'Brenda Gillette'; 'Carol Goozh (carol.goozh@gov.bc.ca)'; 'Carol Goozh (margaret.medina@gov.bc.ca)'; 'Eileen Howells (eileenvdacl@shawcable.com)'; 'Fay Mayer, Assistant to Lucas Corwin'; 'Judy Smith (jsmith@metisfamilyservices.ca)'; 'Liz Barnett (lizb@nsdrc.org)'; 'Lucas Corwin'; 'Lucas Corwin (lucas.corwin@gov.bc.ca)'; 'Wes Boyd (kimberley.guidoriagao@gov.bc.ca)'; 'Wes Boyd (Wes.Boyd@gov.bc.ca)'
Subject: CSSEA Board of Directors - Minutes and Update for Action Items

Good afternoon Board of Directors,

Please find attached the minutes from the Board of Directors meeting held on June 3, 2013. Also included is an update on the action items generated at the meeting: (1) Union Participation in Ratification Vote and

Not Responsive

Not Responsive

Thanks, Karri

Karri McDonald | Executive Assistant & Board Liaison
Office of Gentil Mateus, Chief Executive Officer
Office of Thomas Marshall, Director of Communications

Community Social Services Employers' Association | 800 – 555 Burrard Street, Box 232 | Vancouver, BC | V7X 1M8
Direct Line: 604.601.3148 | Toll-free: 1.800.377.3340 Ext. 148 | Fax: 604.687.7266 | kmcdonald@cssea.bc.ca

Minutes

**Community Social Services Employers' Association of BC
Board of Directors Meeting / Conference Call**

Date: Monday, June 3, 2013
Present: L. Barnett, W. Boyd (*teleconference*), L. Corwin, B. Fildes, C. Goozh, E. Howells, B. Spence
Regrets: B. Dartnell, B. Gillette, A. Sandbu, J. Smith
Staff: G. Mateus, K. McDonald

Not Responsive

3.1. Bargaining and Ratification

G. Mateus reported he visited 15 communities and hosted a conference call as part of the ratification information tour. Member participation in the vote was high with 91% of members voting. The vote results were: Community Living Services voting 96%, General Services 97% and Aboriginal Services 100% in favour of ratifying their respective collective agreements. The union also voted in favour with 71% for Community Living Services, 84% for General Services and 86% for Aboriginal Services. G. Mateus extended his appreciation to Peter Cameron, the lead negotiator, the bargaining committee, CSSEA staff and the support of the panels and board of directors.

G. Mateus reported that CSSEA met with the sector funders on April 19 where they outlined in detail the costs of the new collective agreements by funder. He met with the Ministry of Social Development, Ministry of Children and Family Development and Public Sector Employers Council in Victoria on May 30 and 31 to discuss the process for funding the 2012-14 collective agreements. During the interregnum period government is prevented from discussing anything but the most urgent matters until the writ expires on June 5. With the new Cabinet being sworn in on June 10, there should be some clarity by the latter part of June.

Some of the Board members commented that while there is a legal obligation to pay the increases retro-active to April 1, 2013, agencies are facing delicate and difficult decisions of having to lay off staff or having to go to their communities to fundraise for core services that should be covered by their existing contracts.

W. Boyd acknowledged that there needs to be coordination of a consistent message in the regions to minimize any confusion within the sector. The Ministry of Social Development is aware the sector is paid less than comparable sectors, such as health, which has likely reflected in well documented recruitment and retention issues. Following the swearing in of Cabinet on June 10, the ministers will be briefed and a coordinated approach to address cost pressures will be sought.

C. Goozh reported that CLBC understands the impact this is having on the agencies and the need for communication. Doug Woollard will be attending the BC CEO Network later this week to review the concerns.

Page 204 redacted for the following reason:

Not Responsive

Board of Directors Action Items – Updates

The Board of Directors will not meet again until September 9, 2013, so updates on the action items generated by the Board of Directors are being provided below:

Agenda Item #3.1 - Union Participation in Ratification Vote

The union did not provide the Labour Relations Board with the overall employee participation in the ratification vote.

Not Responsive

Pages 206 through 207 redacted for the following reasons:

Not Responsive

Sandbu, Anne MCF:EX

From: Gentil Mateus <gmateus@cssea.bc.ca>
Sent: Monday, June 24, 2013 11:09 AM
To: Corwin, Lucas A PSEC:EX; Boyd, Wes MSD:EX; Sandbu, Anne MCF:EX
Cc: Draper, Kindree PSEC:EX
Subject: FW: CSSEA Info - BC CEO Network Meeting Invitation
Attachments: Social Service Providers Meeting - July 17th 2013 Richmond - Invitation.pdf

At the request of the panels and members CSSEA is sending out a message notifying members the CEO Network is hosting a meeting in Richmond July 17 to discuss funding of the collective agreement. Attached is the message and the invitation from the CEO Network. Cheers !

Gentil Mateus | Chief Executive Officer

Community Social Services Employers' Association | 800 – 555 Burrard Street, Box 232 | Vancouver, BC | V7X 1M8
Direct Line: 604.601.3118 | Toll-free: 1.800.377.3340 Ext. 118 | Fax: 604.687.7266 | gmateus@cssea.bc.ca



From: Thomas Marshall
Sent: June 24, 2013 11:06 AM
Subject: CSSEA Info - BC CEO Network Meeting Invitation



Vol. 20 Issue 15 • June 2013

CSSEA *Info* keeps members informed about human resources and labour relations issues in the community social services sector.

For more information, contact your

BC CEO NETWORK MEETING INVITATION

Over the past three weeks, CSSEA has been fielding a number of questions on funding of the collective agreements and I have spoken on this issue at both the BC CEO Network meeting held on June 6 in Richmond and at the Federation of Community Social Services general meeting held on June 14 in Penticton. While the funding questions need to be answered by the various funding agencies, CSSEA has been providing the context under which the new collective agreements were negotiated and ratified by our members.

To that end, we have been asked by the BC CEO Network to inform the

human resources/
labour relations
consulting team.

membership of an upcoming meeting for all BC community social services providers scheduled for Wednesday, July 17, in Richmond to discuss funding issues in general, and more specifically the letter from the Ministry of Children and Family Development to the Federation. For more information regarding the meeting please see the attachment.

Should you have any questions regarding the upcoming meeting, please contact the CEO Network directly at bcceonetwork@bcceonetwork.ca.

Thank you,

Gentil Mateus
Chief Executive Officer



BC SOCIAL SERVICE PROVIDERS MEETING

Wednesday, July 17th 2013

9:30 a.m. – 3:00 p.m.

Delta Vancouver Airport Hotel – Richmond

Are you feeling isolated and alone out there as a Social Service Provider in BC?

Not sure how you will pay for the new provisions in your Collective Agreement?

Uncertain whether equity will ever be realized for your Non-Union Employees?

Trying to figure out how to make your next payroll, pay for the increased wages your employees well deserve, and are rightfully and legally entitled to receive?

Are you receiving multiple and conflicting messages from various Government Funders?

Are you wondering how to offset your increasing business related costs, including the new Family Day Statutory Holiday that Social Service Providers have still not been funded for?

Does the current funding environment leave you wondering how you can possibly develop yet another "Savings Plan" to offset your burdening costs?

Are you wondering how your organization will continue to absorb costs while protecting the current level of service delivery, and best standards of quality to your community?

Just trying to balance your books for yet another year?

IF YOU ANSWERED "YES" TO ANY OF THESE QUESTIONS, YOU WILL NOT WANT TO MISS THIS MEETING!

It's time we come together as the BC Social Services Sector to have this conversation.

All Social Service Providers in BC are welcome to register and attend this event.

Due to many Service Providers having to travel to attend, there will be no registration charge (if you require hotel arrangements let us know, and we will provide some information to you)

HOWEVER, YOU MUST PRE-REGISTER BY JULY 12th

Send a "Sign Me Up Today!" email with Your Name and the Name of your Organization to:

BC CEO Network

BCCEONetwork@BCCEONetwork.ca

"Never doubt that a small group of thoughtful, committed people can change the world.

Indeed, it is the only thing that ever has." - Margaret Mead.



Sandbu, Anne MCF:EX

From: Gentil Mateus <gmateus@cssea.bc.ca>
Sent: Tuesday, June 18, 2013 9:46 AM
To: Boyd, Wes MSD:EX; Sandbu, Anne MCF:EX
Cc: Corwin, Lucas A PSEC:EX
Subject: Federation Update

Hi Wes and Anne,

The presentation to the Federation on Friday went much the same way as the CEO Network. Funding is a major concern with primary concern is the need for bridge funding until the identified strategies (and strategies yet to be identified) can start generating savings and/or cost avoidances. The following is an updated list of the agencies that have not yet paid the April 1 wage increase which is creating angst among the unions that CSSEA is trying to manage but ultimately if there isn't a early resolution it will blow up.

1. **Abilities Community Services Agency** (Victoria) - CUPE
Bill Doorschot, Executive Director
2. **Bernard C. Vinge** – BCGEU
Augustus E. Kops, Executive Director
3. **Community Connections Society of Southeast BC** (Cranbrook) – BCGEU
Gwen Noble, Executive Director
4. **Kindale Developmental Association** (Armstrong) – CUPE/BCGEU
Bea Elliott, Executive Director
5. **North Okanagan Community Life Society** (Vernon) – BCGEU
Garry Molitwenik, Executive Director
6. **Okanagan Boys & Girls Clubs** (Kelowna) – CUPE
Craig Monley, Executive Director
7. **Prima Enterprises Ltd.** (Kamloops) – BCGEU
Shad Fridell, Executive Director
8. **Richmond Society for Community Living** (Richmond) – CUPE
Janice Barr, Executive Director
9. **South Okanagan Integrated Community Services Society** (Associate Agency in Oliver) - CUPE
Roxie Van Aller, Executive Director

Note: **PosAbilities** is going to pay the retro-active on June 30th

Gentil Mateus | Chief Executive Officer

Community Social Services Employers' Association | 800 – 555 Burrard Street, Box 232 | Vancouver, BC | V7X 1M8
Direct Line: 604.601.3118 | Toll-free: 1.800.377.3340 Ext. 118 | Fax: 604.687.7266 | gmateus@cssea.bc.ca



From: Karri McDonald <kmcdonald@cssea.bc.ca>
Sent: Tuesday, June 11, 2013 11:03 AM
To: Boyd, Wes MSD:EX; Sandbu, Anne MCF:EX; Faganello, Tara JAG:EX; Corwin, Lucas A PSEC:EX
Cc: Guidoriagao, Kimberley MSD:EX; Merry, Kathleen MCF:EX; Mayer, Fay PSEC:EX
Subject: Community Social Services Collective Agreements Implementation

Good morning,

Gentil asked me to forward the following section from his CEO Update which was sent to our membership earlier this morning. This is for your information only and he indicated it is *in the spirit* of your discussions last Friday of keeping you informed and not delivering any surprises.

Collective Agreements Implementation

Since the ratification of the sectoral collective agreements in late April, I have had a number of discussions with members regarding their challenges in providing compensation increases to employees without receiving funding for the collective agreements wage increases.

On April 19, CSSEA met with representatives of all sectoral funders to provide them with a detailed breakdown of the cost increases itemized by funder. More recently on May 30 and 31, we met with officials from the Ministry of Social Development (MSD), Ministry of Children and Family Development (MCFD) and Public Sector Employers' Council (PSEC). At these meetings we articulated the cost implications of the new agreements and the problem with the mixed messages being delivered by program managers in their regions contributing to the confusion and angst among Executive Directors and Boards.

At each meeting CSSEA reiterated that not only did we deliver the 2012-2014 collective agreements within the Cooperative Gains mandate, but throughout the bargaining process we were clear and transparent with MSD, MCFD and PSEC about the cost implications for our sector of the compensation increases.

However due to the recent election and because the new Cabinet has only recently been sworn in, Ministry staff have been unable to discuss or provide further clarity regarding funding questions until they have briefed their respective Ministers.

We now know the Ministers primarily responsible for our sector are the Hon. Stephanie Cadieux, Minister of Children and Family Development and the Hon. Don McRae, Minister of Social Development and Social Innovation.

We also know Mark Sieben, the former Deputy Minister of Social Development, is the new Deputy Minister of Children and Family Development replacing Stephen Brown. Sheila Taylor, the former Associate Deputy Minister of Finance, has been promoted to Deputy Minister of Social Development and Social Innovation replacing Mark Sieben.

We have already taken steps to meet with the new Ministers and their staff to discuss funding and cooperative gains and will update the board, panels and the members on their respective positions.

In the interim, CSSEA strongly recommends members honour the agreements and pay the new wages retroactively to April 1, 2013, which we are legally obligated to do.

Thank you,
Karri

Karri McDonald | Executive Assistant & Board Liaison
Office of Gentil Mateus, Chief Executive Officer
Office of Thomas Marshall, Director of Communications

Community Social Services Employers' Association | 800 – 555 Burrard Street, Box 232 | Vancouver, BC | V7X 1M8
Direct Line: 604.601.3148 | Toll-free: 1.800.377.3340 Ext. 148 | Fax: 604.687.7266 | kmcdonald@cssea.bc.ca



Sandbu, Anne MCF:EX

From: Gentil Mateus <gmateus@cssea.bc.ca>
Sent: Thursday, June 6, 2013 2:34 PM
To: Sandbu, Anne MCF:EX; Boyd, Wes MSD:EX
Cc: Corwin, Lucas A PSEC:EX; Gentil Mateus x118
Subject: CEO Network meeting update

Anne, Wes,

Another difficulty meeting

s.22

Took a lot of energy making sure they

don't go "political", which they will not do for now. Had to address the MCFD letter to the Federation as we had Federation board members in the audience. I framed within the context Anne provided. (response to discussion with the contact group)

Next steps a conference call with CSSEA panel members in two weeks to discuss sector strategy.

Not Responsive

Not Responsive

Finally another agency that is not paying the wage increases and wrote the union to that effect. Okanagan boys and Girls.

Sent from my BlackBerry 10 smartphone on the TELUS network.

Sandbu, Anne MCF:EX

From: Gentil Mateus <gmateus@cssea.bc.ca>
Sent: Friday, May 31, 2013 4:09 PM
To: Boyd, Wes MSD:EX; Sandbu, Anne MCF:EX
Cc: Corwin, Lucas A PSEC:EX
Subject: Fw: Agencies not paying wage increases

Keeping you in the loop as per our discussion. Cheers!

Sent from my BlackBerry 10 smartphone on the TELUS network.

From: Orders, Mike
Sent: Thursday, May 30, 2013 10:05 AM
To: Gentil Mateus
Subject: Agencies not paying wage increases

Gentil,

Names I have so far:

CUPE – Abilities in Victoria

- Okanagan Boys and Girls Club
- South Okanagan Assoc. for Integrated Community Living
- Richmond Society for Community Living

GEU – Community Connections in Cranbrook.

Mike

Sandbu, Anne MCF:EX

From: Boyd, Wes MSD:EX
Sent: Friday, May 31, 2013 10:19 AM
To: Sandbu, Anne MCF:EX
Subject: Fw: Fwd: Letter from CSSBA
Attachments: image001.png; ATT00001.htm; css.pdf; ATT00002.htm

From: Sieben, Mark MSD:EX
Sent: Tuesday, May 28, 2013 03:01 PM
To: Boyd, Wes MSD:EX
Subject: Fwd: Letter from CSSBA

FYI

Sent from my iPad

Begin forwarded message:

From: "Gentil Mateus" <gmateus@cssea.bc.ca>
To: "Sieben, Mark MSD:EX" <Mark.Sieben@gov.bc.ca>, "Brown, Stephen R MCF:EX" <Stephen.Brown@gov.bc.ca>, "Corwin, Lucas A PSEC:EX" <Lucas.Corwin@gov.bc.ca>, "XT:HLTH Doney, Lee" <rldgroup@telus.net>
Cc: "Peter Cameron" s.22
Subject: FW: Letter from CSSBA

As discussed...Mark, we can talk about it Thursday or give me a call on my cell.

Gentil Mateus | Chief Executive Officer

Community Social Services Employers' Association | 800 – 555 Burrard Street, Box 232 | Vancouver, BC | V7X 1M8
Direct Line: 604.601.3118 | Toll-free: 1.800.377.3340 Ext. 118 | Fax: 604.687.7266 | gmateus@cssea.bc.ca

Sandbu, Anne MCF:EX

From: Boyd, Wes MSD:EX
Sent: Tuesday, May 28, 2013 9:20 AM
To: Faganello, Tara JAG:EX; Sandbu, Anne MCF:EX; Achampong, Bernard MCF:EX; Walsh, Taryn JAG:EX; Cavanaugh, Lynda A JAG:EX; Baskerville, Shannon JTST:EX; Ahn, Sohee JTST:EX; Hunter, Richard CLBC:EX; Hemingway, Joyce CLBC:EX
Cc: Bradford, Linda MSD:EX; Whittier, Joanne GCPE:EX
Subject: ACTION/REQUEST FOR INFO: Social Sector Cooperative Gains Consolidated Funding Plan
Attachments: 2013 05 23 Coop Gains Strategy Overview.pptx
Importance: High

Hello again, as mentioned yesterday there was a productive meeting with the DMs last Thursday. I have attached the short summary presentation which guided the discussion.

We reached agreement at the meeting on moving forward together on a joint strategy and the governance structure. We now need to work on completing the consolidated funding plan of which we requested an extension on the submission date to June 28th in order to allow time for consultation internally, after which we'll jointly begin coordinating our external communications and connecting with employer associations.

To complete the consolidated funding plan, we are requesting your assistance to complete/confirm the following info from your ministry/agency by Monday June 3rd. If a short call is required, I can arrange. Please let me know.

1. The strategy/strategies which the ministry will be using in 2013/14 and the portion that is expected to be funded from service providers and the portion covered by the ministry. In other words, we will need to clearly state to the Savings Officer the likelihood of obtaining savings, and the amount of savings by Ministry, in 13/14 from the service providers and if there is a shortfall, how the Ministry will provide the difference without accessing Contingencies vote. We will need this info for 2014/15 as well.
 - Community Social Service Agency Self-Management
 - Workforce Capacity
 - Administrative Practices
 - Lean
 - Contract Standardization
 - Contracting Delivery Model
 - Federal Government Funding
 - Ministry Funding
2. A brief rationale for the approach.
3. Three-five communication bullets with respect to the approach.
4. The strategy for how the ministry will fund those pressures which cannot be addressed by the sector service providers.

We will provide you with an updated version of the document by June 6th.

While we continue to work on the funding plan, it would be valuable to begin to get a team of people together to start working on the review of the contracts (Contract Standardization initiative above). I'm proposing that we get representatives from each ministry together to create a methodology with a defined outcome for the review and then

start the work. Please let us know who your representatives will be and we'll set up an initial meeting for the week of June 3rd.

Thanks, Wes

Wes Boyd

Assistant Deputy Minister/Executive Financial Officer
Management Services Division



Ministry of Social Development
7th Floor, 614 Humboldt St. Victoria BC V8W 9R2
Phone: 250.387.3159 Blackberry: 250-508-5791
Email: wes.boyd@gov.bc.ca

From: Boyd, Wes MSD:EX

Sent: Monday, May 27, 2013 4:17 PM

To: Faganello, Tara JAG:EX; Sandbu, Anne MCF:EX; Achampong, Bernard MCF:EX; Walsh, Taryn JAG:EX; Cavanaugh, Lynda A JAG:EX; Baskerville, Shannon JTST:EX; Ahn, Sohee JTST:EX

Cc: Bradford, Linda MSD:EX

Subject: Fwd: Social Sector Cooperative Gains Consolidated Funding Plan Update

Hello everyone, please see correspondence below between mark and ministry of finance.

We had a good meeting on Thursday afternoon with the DMs.

Will send a short note later today or first thing tomorrow.

s.13

We will need to provide the savings officer with our individual ministry funding plans for 13/14 and thereafter if savings do not materialize this year.

Wes

Sent from my iPad

Begin forwarded message:

From: "Milburn, Peter R FIN:EX" <Peter.Milburn@gov.bc.ca>

Date: 27 May, 2013 2:14:07 PM PDT

To: "Sieben, Mark MSD:EX" <Mark.Sieben@gov.bc.ca>

Cc: "Dyble, John C PREM:EX" <John.Dyble@gov.bc.ca>, "Brown, Stephen R MCF:EX" <Stephen.Brown@gov.bc.ca>, "Foster, Doug FIN:EX" <Doug.Foster@gov.bc.ca>, "Corwin, Lucas A PSEC:EX" <Lucas.Corwin@gov.bc.ca>, "Boyd, Wes MSD:EX" <Wes.Boyd@gov.bc.ca>

Subject: RE: Social Sector Cooperative Gains Consolidated Funding Plan Update

Mark

Thank-you for the information.

I have alerted Doug.

We look forward to your savings plan.

Peter

From: Sieben, Mark MSD:EX
Sent: Sunday, May 26, 2013 1:15 PM
To: Milburn, Peter R FIN:EX
Cc: Dyble, John C PREM:EX; Brown, Stephen R MCF:EX; Foster, Doug FIN:EX; Corwin, Lucas A PSEC:EX; Boyd, Wes MSD:EX
Subject: Social Sector Cooperative Gains Consolidated Funding Plan Update

As you may recall, Peter, the Cooperative Gains Savings Officer approved the savings plan for the social services sector and requested a, ' consolidated funding plan prepared by the funding ministries (be) submitted to the Ministry of Finance (Treasury Board Staff) and the 2012 Cooperative Gains Officer by May 31st, 2013. ' Work has progressed on the funding plan and a draft of the plan along with a charter document outlining the governance and structure of the cross ministry / cross sector project that will deliver on the plan has been shared with the Savings Officer. The Savings Officer has provided helpful advice and comment. The consolidated funding plan would benefit from a few additional weeks in order to take into account initial engagement with sector employers and contact with the GEU by mid June. That contact and further work between the ministries will assist in further refining and prioritizing the funding initiatives described in the plan. I am therefore requesting a one month extension for submitting a final version of the consolidated funding plan.

I can advise that ADM, Wes Boyd , has been identified as 'lead' for this project. Along with an assigned, full time project manager, Wes will be assisted by Executive Level leads in MCFD, Justice, JSTS, and the PSA. Wes is reporting to a table of deputies, chaired by me, including Steve Brown, Lori Wanamaker, Lynda Tarras, and Dave Byng. Work will proceed according to the plan shared with the Savings Officer through June in order to maximize the time available to pursue initiatives. Wes will continue to keep in close contact with the Savings Officer over the next few weeks. We look forward to submitting the final version of the savings plan no later than June 28th.

Mark Sieben
Deputy Minister
Ministry of Social Development
Mark.Sieben@gov.bc.ca
(250) 387-3471

Pages 221 through 228 redacted for the following reasons:

s.13, s.17

Sandbu, Anne MCF:EX

From: Eric Peraro <eperaro@cssea.bc.ca>
Sent: Thursday, May 9, 2013 1:14 PM
To: Sandbu, Anne MCF:EX
Cc: Gentil Mateus
Subject: RE: CSSEA INFO - Collective Agreements Implementation Guide

Hi Anne,

Aboriginal Services Agreement was also ratified two weeks ago. The Aboriginal agreement cover 6 agencies all funded by MCFD. I will consolidate the costing for Aboriginal Services (AS) and send them to you this afternoon.

With respect to Community Living Services (CLS) and General Services (GS),

s.13, s.17

s.13, s.17

Best regards

Eric

Eric Peraro | Executive Director, Research and Knowledge Management

Community Social Services Employers' Association | 800 - 555 Burrard Street, Box 232 | Vancouver, BC | V7X 1M8
Direct Line: 604.601.3104 | Toll-free: 1.800.377.3340 Ext. 118 | Fax: 604.687.7266 | eperaro@cssea.bc.ca



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From: Sandbu, Anne MCF:EX [<mailto:Anne.Sandbu@gov.bc.ca>]
Sent: 09 May, 2013 8:29 AM
To: Eric Peraro
Subject: RE: CSSEA INFO - Collective Agreements Implementation Guide

Hi, Eric – do you have the approximate costs calculated for each of these areas?

Anne Sandbu, ADM, 250-387-1882

From: Eric Peraro [<mailto:eperaro@cssea.bc.ca>]
Sent: Thursday, April 25, 2013 8:06 PM
To: Hunter, Richard CLBC:EX; Boyd, Wes MSD:EX; Guidoriagao, Kimberley MSD:EX; 'danmaxwell@bchousing.org'; 'agnesross@bchousing.org'; Strome, Ron BCHM:IN; Hoefer, Catherine HLTH:EX; Niessen, Elizabeth JAG:EX; Andrade, Ana JAG:EX; Semcesen, Mila JAG:EX; Stephenson, Ida HLTH:EX; Faganello, Tara JAG:EX; Merry, Kathleen MCF:EX; Sandbu, Anne MCF:EX; Corwin, Lucas A PSEC:EX; Hemingway, Joyce CLBC:EX
Cc: Gentil Mateus
Subject: CSSEA INFO - Collective Agreements Implementation Guide

Hi,

Please find attached the implementation guide for the new Community Living Services (CLS) and General Services (GS) collective agreements.

1. Quick Reference Guide
2. 2012-2014 Wage Grid for CLS and GS
3. Continuous Service Date Information

COLLECTIVE AGREEMENTS IMPLEMENTATION

For your information below is a list of the major changes to the Community Living Services and General Services agreements to assist in implementation.

Unless otherwise specified, the terms and conditions of the Community Living Services and General Services agreements are effective April 22, 2013.

Change	Effective Date
General wage increase for all employees on the JJEP Wage Grid of 1.5% for all steps.	
An additional 1% for Step 1.	Retroactive to April 1, 2013
See updated Wage Grid pre LMA PDF attached or online in members section.	
Transportation allowance increases to \$0.45.	Retroactive to April 1, 2013
Meal Allowances increase to:	
Breakfast \$10.00	Retroactive to April 1, 2013
Lunch \$12.25	
Dinner \$21.25	
Coverage for hearing aids increases to \$1,000 per adult every 48 months and \$1,000 per child every 24 months.	
Benefit providers will be in contact with members about the effect to premiums caused by this change.	Retroactive to April 1, 2013
Straight-time pay in lieu of scheduled vacations and paid holidays for casual employees decreases to 9.8%.	Retroactive to April 1, 2013
The 9.8% is broken down to 6% for scheduled vacation and 3.8% for paid holidays.	
Elimination of statutory holidays as a superior provision.	Retroactive to April 1, 2013
Provide the union with an up-to-date seniority list as per Article 12.2 – Seniority List including employee's name, seniority, current classification, rate of pay, status per Article 2.1 – Employees and continuous service date.	July 2013
See Continuous Service Date PDF available online in members section regarding the difference between seniority, continuous service date, and hire date.	
Deadline to complete local issues bargaining for 2012 bargaining. CSSBA and CSSEA are still discussing the process and timing of negotiations. CSSEA will advise once the details have been finalized.	July 22, 2013
Deadline to submit notice to negotiate local issues for 2014 bargaining.	Sept. 30, 2013
General wage increase for all employees on the JJEP Wage Grid of 1.5% for all steps.	Jan. 1, 2014
Provide the union with an up-to-date seniority list as per Article 12.2 – Seniority List including employee's name, seniority, current classification, rate of pay, status per Article 2.1 – Employees and continuous service date.	Jan. 2014
See Continuous Service Date PDF available online in members section regarding the difference between seniority, continuous service date, and hire date.	
Deadline to complete local issues bargaining for 2014 bargaining.	Mar. 31, 2014

E&OE

Please email me any question or if you need any additional information.

Thank you and best regards

Eric Peraro | Executive Director, Research and Knowledge Management

Community Social Services Employers' Association | 800 - 555 Burrard Street, Box 232 | Vancouver, BC | V7X 1M8

Direct Line: 604.601.3104 | Toll-free: 1.800.377.3340 Ext. 118 | Fax: 604.687.7266 | eperaro@cssea.bc.ca



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From: Thomas Marshall <TMarshall@cssea.bc.ca>
Sent: Friday, May 3, 2013 2:10 PM
Subject: CSSEA Info - Aboriginal Services Collective Agreement Implementation
Attachments: Continuous Service Date.pdf; 2012-2014 Wage Grid pre LMA.PDF; 2012-2014 AS Appendix A1 - Wage Grid for Delegated Programs 2013.pdf; 2012-2014 AS CBA Quick Reference Guide.pdf



Vol. 20 Issue 11 • April 2013

CSSEA Info keeps members informed about human resources and labour relations issues in the community social services sector.

For more information, contact your human resources/labour relations consulting team.

ABORIGINAL SERVICES COLLECTIVE AGREEMENT IMPLEMENTATION

For your information below is a list of the major changes to the Aboriginal Services agreement to assist in implementation.

Unless otherwise specified below, the terms and conditions of the Aboriginal Services agreements are effective April 29, 2013.

Change	Effective Date
General wage increase for all employees on the Wage Grid of 1.5% for all steps.*	
An additional 1% for Step 1.*	
See updated Wage Grid pre LMA PDF attached or online in the members section.	Retroactive to April 1, 2013

*Note: These increases do not apply to employees in the Aboriginal Services division working in delegated programs.

Delegated employees working in the Aboriginal Services division will receive the following retroactive wage increases:

Date	Percentage Increase
April 1, 2012	1%
August 15, 2012	1%

April 1, 2013

1%

See updated wage grid for delegated employees attached or online in the members section.

Meal Allowances increase to:

Breakfast	\$10.00	Retroactive to April 1, 2013
Lunch	\$12.25	
Dinner	\$21.25	

Coverage for hearing aids increases to \$1,000 per adult every 48 months and \$1,000 per child every 24 months.

Retroactive to April 1, 2013

Benefit providers will be in contact with members about the effect to premiums caused by this change.

Straight-time pay in lieu of scheduled vacations and paid holidays for casual employees decreases to 9.8%.

Retroactive to April 1, 2013

Elimination of statutory holidays as a superior provision.

Retroactive to April 1, 2013

Employers will grant a day of paid leave to employees required to attend an Aboriginal spiritual/ceremonial event provided as per Article 20.2.1:

- the employee takes or has taken 2 days unpaid leave pursuant to Article 20.2(j); and
- the employee identifies in writing the spiritual/ceremonial event, the customary practice involved, and the employee's role in the event.

April 29, 2013

Transportation allowance increases to \$0.49.

April 29, 2013

Provide the union with an up-to-date seniority list as per Article 12.2 – Seniority List including employee's name, seniority, current classification, rate of pay, status per Article 2.1 – Employees and continuous service date.

July 2013

See Continuous Service Date PDF attached or online in the members section regarding the difference between seniority, continuous service date, and hire date.

Deadline to complete local issues bargaining for 2012 bargaining. CSSBA and CSSEA are still discussing the process and timing of negotiations. CSSEA will advise once the details have been finalized.

July 22, 2013

Deadline to submit notice to negotiate local issues for 2014 bargaining.

Sept. 30, 2013

General wage increase of 1% for delegated

Dec. 1, 2013

employees in the Aboriginal Services division.

See updated wage grid for delegated employees attached or only in the members section.

General wage increase for all employees on the Wage Grid of 1.5% for all steps.*

Jan. 1, 2014

*Note: These increases do not apply to employees in the aboriginal services division working in delegated programs.

Provide the union with an up-to-date seniority list as per Article 12.2 – Seniority List including employee's name, seniority, current classification, rate of pay, status per Article 2.1 – Employees and continuous service date.

Jan. 2014

See Continuous Service Date PDF attached or online in the members section regarding the difference between seniority, continuous service date, and hire date.

Deadline to complete local issues bargaining for 2014 bargaining.

Mar. 31, 2014

For more information please contact your HRLR Consultant.

Visit www.cssea.bc.ca regularly for the latest information.

E&OE

Continuous Service Date (Article 18.1)		Seniority (Article 12)	
Application	For the purpose of determining annual vacation entitlement	<p>For the purpose of identifying who will be:</p> <ul style="list-style-type: none"> Laid off (Article 13.3 - Layoff), Bumped (Article 13.4 - Bumping), Recalled (Article 13.5 - Recall), Called in for an additional shift (Article 14.2(e) – Hours of Work), or Called in for a casual shift (Article 30.3 – Casual Call-In Procedures). <p>For the purpose of assessing applicants under Article 24.3 – Appointment Policy</p>	For the purpose of Notice
	<p>Date on which the employee is hired into a regular position including hours worked in a casual position (see Article 30.2[d] – Seniority), LESS:</p> <ul style="list-style-type: none"> Time spent on an unpaid leave of absence in excess of 20 working days per year* (Article 20.7 – Benefits While on Unpaid Leave of Absence), Time spent away from work as per Article 12.5 – Bridging of Service, and Time spent on layoff as per Article 13 – Layoff and Recall. <p>*The exception is maternity/parental leave where it continues accruing for the purpose of vacation entitlement.</p> <p>Other Notes</p> <ul style="list-style-type: none"> An employee must earn one full year of continuous service before they increase to the next vacation entitlement level. An employee's seniority date and continuous service date may or may not be the same date. It depends on the factors listed above. 	<p>All straight time hours worked as a regular employee, PLUS:</p> <ul style="list-style-type: none"> all hours worked under Article 14.2(e) – Hours of Work, all hours worked as a casual employee (if applicable), the time accrued during an unpaid leave of absence (Article 20.7 – Benefits While on Unpaid Leave of Absence), and the time accrued during a maternity and/or parental leave (Article 21.7 – Seniority Rights on Reinstatement) <p>Other Notes</p> <ul style="list-style-type: none"> An employee's seniority date and continuous service date may or may not be the same date. It depends on the factors listed above. 	The date an employee's employment starts

From: Thomas Marshall <TMarshall@cssea.bc.ca>
Sent: Monday, April 29, 2013 10:34 AM
Subject: CSSEA Info - Aboriginal Services Collective Agreement Ratified by Union Employees



Vol. 20 Issue 9 • April 2013

CSSEA Info keeps members informed about human resources and labour relations issues in the community social services sector.

For more information, contact your human resources/labour relations consulting team.

ABORIGINAL SERVICES COLLECTIVE AGREEMENT RATIFIED BY UNION EMPLOYEES

We are pleased to announce the union employees represented by the Community Social Services Bargaining Association (CSSBA) have voted 86 per cent in favour of ratifying the new two-year tentative collective agreement for Aboriginal Services.

On April 22, 2013, CSSEA announced its members voted 100 per cent in favour of ratifying the Aboriginal Services agreement.

Next steps

CSSEA will update members on the provisions of the ratified agreement by sending an implementation guide including an updated wage grid.

Visit www.cssea.bc.ca regularly for the latest information.

E&OE

From: Thomas Marshall <TMarshall@cssea.bc.ca>
Sent: Monday, April 29, 2013 12:18 PM
Subject: CSSEA Info - 2013 Compensation and Employee Turnover Survey and Workforce Information System
Attachments: 2012 CSSEA Survey Final version.xlsx; Survey User Guide 3.0 CLS GS.pdf



Vol. 20 Issue 10 • April 2013

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For more information, contact your human resources/labour relations consulting team.

2013 COMPENSATION AND EMPLOYEE TURNOVER SURVEY AND WORKFORCE INFORMATION SYSTEM

The new 2013 Compensation and Employee Turnover Survey is ready for members to complete. The survey combines the Wage and Benefits, ED/CEO Compensation, Management and Excluded Compensation and Employee Turnover Compensation Surveys.

The survey was developed with the help of the Data Advisory Committee to save members time by reducing the frequency of surveys, eliminating duplication and streamlining data input. Features of the survey include a verification system, drop down menus and auto calculations to reduce reporting errors.

Attached to this email are the Survey and the User Guide.

Workforce Information System

In conjunction with the survey, we have developed the Community Social Services Workforce Information System (WFIS). The new web-based system gives members access to their data and will generate member-specific reports for comparing their agency against the sector.

In early May, we will be sending the primary contact for each agency an email to create their account to login to WFIS. The system contains data from the 2010 Compensation Survey and members can generate two reports based on the data. After the data from the 2013 Compensation and Employee Turnover Survey is submitted, we will add the new information to each member's profile.

More reports will be added in the fall, based on input from members and the Data Advisory Committee. Please contact Eric Peraro (epararo@cssea.bc.ca) to make suggestions for future reports.

Orientation Sessions

To help members become familiar with the survey and WFIS we have scheduled the following regional orientation sessions. We encourage members to send the staff responsible for completing the survey to one of these meetings.

To register visit:

https://www.cssea.bc.ca/index.php?option=com_content&view=article&id=430:2013-compensation-and-employee-turnover-survey-orientation-registration&catid=68:event-registration

2013 Compensation and Employee Turnover Survey and WFIS Orientation Sessions

City	Date	Time	Location
Kelowna	Thursday, May 16	10:00 AM	Okanagan Boys and Girls Clubs Downtown Youth Centre 1633 Richter Street
Nanaimo	Friday, May 10	2:00 PM	Vancouver Island Conference Centre Nanaimo River Room 101 Gordon Street
Surrey	Wednesday, May 8	1:00 PM	Sheraton Guildford Hotel Green Timbers 3 Room 15269 104 th Avenue
Vancouver	Thursday, May 9	10:00 AM	CSSEA Boardroom Suite 800 555 Burrard Street
Victoria	Friday, May 10	9:00 AM	The Fairmont Empress Hotel Buckingham Room 721 Government Street
Conference Call	Friday, May 17	10:00 AM	Local: 604-899-2339 Toll-free: 1-877-385-4099 Access code will be provided to registered participants

Confidentiality

All data collected is processed according to CSSEA's confidentiality policy. Agency-specific data will never be shared with government, other agencies or third parties without the prior consent of members.

Deadline

The deadline to complete the 2013 Compensation and Employee Turnover Survey is **June 14, 2013**.

Bargaining 2014

Data collected from this survey will be used for the sector's submission of the total compensation base to the Public Sector Employers Council Secretariat (PSEC) and costing scenarios and settlement for the 2014 round of bargaining.

Having reliable information is in everyone's interest, as it's critical for accurately costing monetary proposals by the unions and the bargaining committee. We appreciate your cooperation in submitting the survey in a timely fashion.

Sandbu, Anne MCF:EX

From: Eric Peraro <eperaro@cssea.bc.ca>
Sent: Thursday, April 25, 2013 8:06 PM
To: Hunter, Richard CLBC:EX; Boyd, Wes MSD:EX; Guidoriagao, Kimberley MSD:EX; 'danmaxwell@bchousing.org'; 'agnesross@bchousing.org'; Strome, Ron BCHM:IN; Hoefer, Catherine HLTH:EX; Niessen, Elizabeth JAG:EX; Andrade, Ana JAG:EX; Semcesen, Mila JAG:EX; Stephenson, Ida HLTH:EX; Faganello, Tara JAG:EX; Merry, Kathleen MCF:EX; Sandbu, Anne MCF:EX; Corwin, Lucas A PSEC:EX; Hemingway, Joyce CLBC:EX
Cc: Gentil Mateus
Subject: CSSEA INFO - Collective Agreements Implementation Guide
Attachments: 2012-2014 CLS GS CBA Quick Reference Guide.pdf; 2012-2014 Wage Grid CLS GS pre LMA (2).pdf; Continuous Service Date (2).pdf

Hi,

Please find attached the implementation guide for the new Community Living Services (CLS) and General Services (GS) collective agreements.

1. Quick Reference Guide
2. 2012-2014 Wage Grid for CLS and GS
3. Continuous Service Date Information

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Provide the union with an up-to-date seniority list as per Article 12.2 – Seniority List including employee's name, seniority, current classification, rate of pay, status per Article 2.1 – Employees and continuous service date.	
See Continuous Service Date PDF available online in members section regarding the difference between seniority, continuous service date, and hire date.	July 2013
Deadline to complete local issues bargaining for 2012 bargaining. CSSBA and CSSEA are still discussing the process and timing of negotiations. CSSEA will advise once the details have been finalized.	July 22, 2013
Deadline to submit notice to negotiate local issues for 2014 bargaining.	Sept. 30, 2013
General wage increase for all employees on the JJEP Wage Grid of 1.5% for all steps.	Jan. 1, 2014
Provide the union with an up-to-date seniority list as per Article 12.2 – Seniority List including employee's name, seniority, current classification, rate of pay, status per Article 2.1 – Employees and continuous service date.	
See Continuous Service Date PDF available online in members section regarding the difference between seniority, continuous service date, and hire date.	Jan. 2014
Deadline to complete local issues bargaining for 2014 bargaining.	Mar. 31, 2014

E&OE

Please email me any question or if you need any additional information.

Thank you and best regards

Eric Peraro | Executive Director, Research and Knowledge Management

Community Social Services Employers' Association | 800 - 555 Burrard Street, Box 232 | Vancouver, BC | V7X 1M8

Direct Line: 604.601.3104 | Toll-free: 1.800.377.3340 Ext. 118 | Fax: 604.687.7266 | eperaro@cssea.bc.ca



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Continuous Service Date Information

	Continuous Service Date (Article 18.1)	Seniority (Article 12)	Hire Date
Application	For the purpose of determining annual vacation entitlement	<p>For the purpose of identifying who will be:</p> <ul style="list-style-type: none"> Laid off (Article 13.3 - Layoff), Bumped (Article 13.4 - Bumping), Recalled (Article 13.5 - Recall), Called in for an additional shift (Article 14.2(e) - Hours of Work), or Called in for a casual shift (Article 30.3 - Casual Call-In Procedures). <p>For the purpose of assessing applicants under Article 24.3 - Appointment Policy</p>	For the purpose of notice under Article 13.6 - Advance Notice
Calculation	<p>Date on which the employee is hired into a regular position including hours worked in a casual position (see Article 30.2(d) - Seniority), LESS:</p> <ul style="list-style-type: none"> Time spent on an unpaid leave of absence in excess of 20 working days per year* (Article 20.7 - Benefits While on Unpaid Leave of Absence), Time spent away from work as per Article 12.5 - Bridging of Service, and Time spent on layoff as per Article 13 - Layoff and Recall. <p>*The exception is maternity/parental leave where it continues accruing for the purpose of vacation entitlement.</p> <p>Other Notes</p> <ul style="list-style-type: none"> An employee must earn one full year of continuous service before they increase to the next vacation entitlement level. An employee's seniority date and continuous service date may or may not be the same date. It depends on the factors listed above. 	<p>All straight time hours worked as a regular employee, PLUS:</p> <ul style="list-style-type: none"> all hours worked under Article 14.2(e) - Hours of Work, all hours worked as a casual employee (if applicable), the time accrued during an unpaid leave of absence (Article 20.7 - Benefits While on Unpaid Leave of Absence), and the time accrued during a maternity and/or parental leave (Article 21.7 - Seniority Rights on Reinstatement) <p>Other Notes</p> <ul style="list-style-type: none"> An employee's seniority date and continuous service date may or may not be the same date. It depends on the factors listed above. 	The date an employee is hired regardless of employment status.

2012-2014 CLS/GS CBA QUICK REFERENCE GUIDE



Change	Effective Date
General wage increase for all employees on the JJEP Wage Grid of 1.5% for all steps.	
An additional 1% for Step 1.	Retroactive to April 1, 2013
See updated Wage Grid pre LMA PDF attached or online in members section.	
Transportation allowance increases to \$0.45.	Retroactive to April 1, 2013
Meal Allowances increase to:	
Breakfast \$10.00	Retroactive to April 1, 2013
Lunch \$12.25	
Dinner \$21.25	
Coverage for hearing aids increases to \$1,000 per adult every 48 months and \$1,000 per child every 24 months.	Retroactive to April 1, 2013
Benefit providers will be in contact with members about the effect to premiums caused by this change.	
Straight-time pay in lieu of scheduled vacations and paid holidays for casual employees decreases to 9.8%.	Retroactive to April 1, 2013
Elimination of statutory holidays as a superior provision.	Retroactive to April 1, 2013
Provide the union with an up-to-date seniority list as per Article 12.2 – Seniority List including employee's name, seniority, current classification, rate of pay, status per Article 2.1 – Employees and continuous service date.	July 2013
See Continuous Service Date PDF available online in members section regarding the difference between seniority, continuous service date, and hire date.	
Deadline to complete local issues bargaining for 2012 bargaining. CSSBA and CSSEA are still discussing the process and timing of negotiations. CSSEA will advise once the details have been finalized.	July 22, 2013
Deadline to submit notice to negotiate local issues for 2014 bargaining.	Sept. 30, 2013
General wage increase for all employees on the JJEP Wage Grid of 1.5% for all steps.	Jan. 1, 2014
Provide the union with an up-to-date seniority list as per Article 12.2 – Seniority List including employee's name, seniority, current classification, rate of pay, status per Article 2.1 – Employees and continuous service date.	Jan. 2014
See Continuous Service Date PDF available online in members section regarding the difference between seniority, continuous service date, and hire date.	
Deadline to complete local issues bargaining for 2014 bargaining.	Mar. 31, 2014

WAGE GRIDS – BY GRID LEVEL



Effective April 1, 2013 the JJEP Wage grid is:

JJEP Wage Grid - 2013				
Grid Level	Step 1 0 – 2000 HRS	Step 2 2001 - 4000 HRS	Step 3 4001 – 6000 HRS	Step 4 6001 HRS +
1	\$ 12.30	\$ 12.89	\$ 13.61	\$ 14.32
2	\$ 12.68	\$ 13.29	\$ 14.03	\$ 14.77
3	\$ 12.92	\$ 13.54	\$ 14.30	\$ 15.05
4	\$ 13.16	\$ 13.80	\$ 14.57	\$ 15.34
5	\$ 13.65	\$ 14.31	\$ 15.10	\$ 15.91
6	\$ 14.15	\$ 14.83	\$ 15.65	\$ 16.47
7	\$ 14.92	\$ 15.63	\$ 16.50	\$ 17.38
8	\$ 15.26	\$ 16.01	\$ 16.89	\$ 17.78
9	\$ 15.61	\$ 16.36	\$ 17.28	\$ 18.18
10	\$ 15.93	\$ 16.70	\$ 17.62	\$ 18.54
11	\$ 17.02	\$ 17.84	\$ 18.83	\$ 19.82
12	\$ 18.04	\$ 18.91	\$ 19.97	\$ 21.01
13	\$ 19.02	\$ 19.93	\$ 21.05	\$ 22.15
14	\$ 20.90	\$ 21.90	\$ 23.13	\$ 24.34
15	\$ 22.91	\$ 24.04	\$ 25.36	\$ 26.69
16	\$ 24.87	\$ 26.08	\$ 27.53	\$ 28.97
17	\$ 27.31	\$ 28.62	\$ 30.22	\$ 31.81
18	\$ 29.26	\$ 30.67	\$ 32.38	\$ 34.08
19	\$ 31.21	\$ 32.71	\$ 34.53	\$ 36.35
20	\$ 34.15	\$ 35.79	\$ 37.77	\$ 39.77

Effective April 1, 2013 the Paraprofessional Wage grid is:

Paraprofessional Wage Grid - 2013				
Grid Level	Step 1 0 - 2000 HRS	Step 2 2001 - 4000 HRS	Step 3 4001 - 6000 HRS	Step 4 6001 HRS +
13	\$ 21.28	\$ 22.30	\$ 23.53	\$ 24.80
14	\$ 23.47	\$ 24.61	\$ 25.98	\$ 27.34
15	\$ 24.30	\$ 25.46	\$ 26.90	\$ 28.28
16	\$ 26.92	\$ 28.23	\$ 29.81	\$ 31.37
17	\$ 28.76	\$ 30.15	\$ 31.80	\$ 33.48
18	\$ 30.73	\$ 32.22	\$ 33.99	\$ 35.81
19	\$ 32.71	\$ 34.27	\$ 36.19	\$ 38.09
20	\$ 35.70	\$ 37.40	\$ 39.46	\$ 41.56

Includes general wage increase of 1.5% for all Steps and additional 1% for Step 1.
Please note: wage schedule is subject to change as a result of the Labour Market Adjustment.

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WAGE GRIDS – BY POINT BAND

Effective April 1, 2013 the JJEP Wage grid is:

JJEP Wage Grid - 2013					
Point Band	Grid Level	Step 1 0 - 2000 HRS	Step 2 2001 - 4000 HRS	Step 3 4001 - 6000 HRS	Step 4 6001 HRS +
Up to 174	1	\$ 12.30	\$ 12.89	\$ 13.61	\$ 14.32
175 - 217	2	\$ 12.68	\$ 13.29	\$ 14.03	\$ 14.77
218 - 261	3	\$ 12.92	\$ 13.54	\$ 14.30	\$ 15.05
262 - 304	4	\$ 13.16	\$ 13.80	\$ 14.57	\$ 15.34
305 - 348	5	\$ 13.65	\$ 14.31	\$ 15.10	\$ 15.91
349 - 391	6	\$ 14.15	\$ 14.83	\$ 15.65	\$ 16.47
392 - 435	7	\$ 14.92	\$ 15.63	\$ 16.50	\$ 17.38
436 - 478	8	\$ 15.26	\$ 16.01	\$ 16.89	\$ 17.78
479 - 522	9	\$ 15.61	\$ 16.36	\$ 17.28	\$ 18.18
523 - 564	10	\$ 15.93	\$ 16.70	\$ 17.62	\$ 18.54
565 - 606	11	\$ 17.02	\$ 17.84	\$ 18.83	\$ 19.82
607 - 649	12	\$ 18.04	\$ 18.91	\$ 19.97	\$ 21.01
650 - 692	13	\$ 19.02	\$ 19.93	\$ 21.05	\$ 22.15
693 - 736	14	\$ 20.90	\$ 21.90	\$ 23.13	\$ 24.34
737 - 780	15	\$ 22.91	\$ 24.04	\$ 25.36	\$ 26.69
781 - 824	16	\$ 24.87	\$ 26.08	\$ 27.53	\$ 28.97
825 - 868	17	\$ 27.31	\$ 28.62	\$ 30.22	\$ 31.81
869 - 912	18	\$ 29.26	\$ 30.67	\$ 32.38	\$ 34.08
913 - 956	19	\$ 31.21	\$ 32.71	\$ 34.53	\$ 36.35
957 - 1000	20	\$ 34.15	\$ 35.79	\$ 37.77	\$ 39.77

Effective April 1, 2013 the Paraprofessional Wage grid is:

Paraprofessional Wage Grid - 2013					
Point Band	Grid Level	Step 1 0 - 2000 HRS	Step 2 2001 - 4000 HRS	Step 3 4001 - 6000 HRS	Step 4 6001 HRS +
650 - 692	13	\$ 21.28	\$ 22.30	\$ 23.53	\$ 24.80
693 - 736	14	\$ 23.47	\$ 24.61	\$ 25.98	\$ 27.34
737 - 780	15	\$ 24.30	\$ 25.46	\$ 26.90	\$ 28.28
781 - 824	16	\$ 26.92	\$ 28.23	\$ 29.81	\$ 31.37
825 - 868	17	\$ 28.76	\$ 30.15	\$ 31.80	\$ 33.48
869 - 912	18	\$ 30.73	\$ 32.22	\$ 33.99	\$ 35.81
913 - 956	19	\$ 32.71	\$ 34.27	\$ 36.19	\$ 38.09
957 - 1000	20	\$ 35.70	\$ 37.40	\$ 39.46	\$ 41.56

Includes general wage increase of 1.5% for all Steps and additional 1% for Step 1.
Please note: wage schedule is subject to change as a result of the Labour Market Adjustment.

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WAGE GRIDS – BY CLASSIFICATION



Effective April 1, 2013 the JJEP Wage grid is:

JJEP Wage Grid - 2013					
Job Title	Grid Level	Step 1 0 - 2000 HRS	Step 2 2001 - 4000 HRS	Step 3 4001 - 6000 HRS	Step 4 6001 HRS +
Housekeeper	3	\$ 12.92	\$ 13.54	\$ 14.30	\$ 15.05
Janitor	3	\$ 12.92	\$ 13.54	\$ 14.30	\$ 15.05
Asleep Residential Night Worker	5	\$ 13.65	\$ 14.31	\$ 15.10	\$ 15.91
Receptionist/General Office Clerk	5	\$ 13.65	\$ 14.31	\$ 15.10	\$ 15.91
Retail Worker	5	\$ 13.65	\$ 14.31	\$ 15.10	\$ 15.91
Awake Residential Night Worker	6	\$ 14.15	\$ 14.83	\$ 15.65	\$ 16.47
Early Childhood Educator Assistant	6	\$ 14.15	\$ 14.83	\$ 15.65	\$ 16.47
Truck Driver	6	\$ 14.15	\$ 14.83	\$ 15.65	\$ 16.47
Accounting Clerk	7	\$ 14.92	\$ 15.63	\$ 16.50	\$ 17.38
Passenger Vehicle Driver	7	\$ 14.92	\$ 15.63	\$ 16.50	\$ 17.38
Secretary	7	\$ 14.92	\$ 15.63	\$ 16.50	\$ 17.38
Activity Worker	8	\$ 15.26	\$ 16.01	\$ 16.89	\$ 17.78
Child/Youth Transition House Worker	8	\$ 15.26	\$ 16.01	\$ 16.89	\$ 17.78
Cook	9	\$ 15.61	\$ 16.36	\$ 17.28	\$ 18.18
Database Clerk	9	\$ 15.61	\$ 16.36	\$ 17.28	\$ 18.18
Group Facilitator	9	\$ 15.61	\$ 16.36	\$ 17.28	\$ 18.18
School Aged Child Worker	9	\$ 15.61	\$ 16.36	\$ 17.28	\$ 18.18
Administrative Assistant	10	\$ 15.93	\$ 16.70	\$ 17.62	\$ 18.54
Bookkeeper	10	\$ 15.93	\$ 16.70	\$ 17.62	\$ 18.54
Building Maintenance Worker	10	\$ 15.93	\$ 16.70	\$ 17.62	\$ 18.54
Community Support Worker	10	\$ 15.93	\$ 16.70	\$ 17.62	\$ 18.54
Computer Technical Support Specialist	10	\$ 15.93	\$ 16.70	\$ 17.62	\$ 18.54
Early Childhood Educator	10	\$ 15.93	\$ 16.70	\$ 17.62	\$ 18.54
Employment Counsellor	10	\$ 15.93	\$ 16.70	\$ 17.62	\$ 18.54
Reconnect Worker	10	\$ 15.93	\$ 16.70	\$ 17.62	\$ 18.54
Residence Worker	10	\$ 15.93	\$ 16.70	\$ 17.62	\$ 18.54
Retail Supervisor	10	\$ 15.93	\$ 16.70	\$ 17.62	\$ 18.54
Settlement & Integration Worker	10	\$ 15.93	\$ 16.70	\$ 17.62	\$ 18.54
Transition House Worker	10	\$ 15.93	\$ 16.70	\$ 17.62	\$ 18.54
Vocational Worker	10	\$ 15.93	\$ 16.70	\$ 17.62	\$ 18.54
Adult, Youth and/or Child Worker	11	\$ 17.02	\$ 17.84	\$ 18.83	\$ 19.82
Child Care Resource & Referral Worker	11	\$ 17.02	\$ 17.84	\$ 18.83	\$ 19.82
Residential Child & Youth Worker	11	\$ 17.02	\$ 17.84	\$ 18.83	\$ 19.82
School Based Prevention Worker	11	\$ 17.02	\$ 17.84	\$ 18.83	\$ 19.82
Special Services Worker	11	\$ 17.02	\$ 17.84	\$ 18.83	\$ 19.82
Victim Service Worker	11	\$ 17.02	\$ 17.84	\$ 18.83	\$ 19.82

Includes general wage increase of 1.5% for all Steps and additional 1% for Step 1.
Please note: wage schedule is subject to change as a result of the Labour Market Adjustment.

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Vocational Counsellor	11	\$ 17.02	\$ 17.84	\$ 18.83	\$ 19.82
Administrative Supervisor	12	\$ 18.04	\$ 18.91	\$ 19.97	\$ 21.01
Family Support Worker	12	\$ 18.04	\$ 18.91	\$ 19.97	\$ 21.01
Program Coordinator 1	12	\$ 18.04	\$ 18.91	\$ 19.97	\$ 21.01
Residence Worker Senior	12	\$ 18.04	\$ 18.91	\$ 19.97	\$ 21.01
Volunteer Coordinator	12	\$ 18.04	\$ 18.91	\$ 19.97	\$ 21.01
Crisis Line Coordinator	13	\$ 19.02	\$ 19.93	\$ 21.05	\$ 22.15
Early Childhood Educator Senior	13	\$ 19.02	\$ 19.93	\$ 21.05	\$ 22.15
Program Coordinator 2	14	\$ 20.90	\$ 21.90	\$ 23.13	\$ 24.34
Residence Coordinator	14	\$ 20.90	\$ 21.90	\$ 23.13	\$ 24.34

WAGE GRIDS – BY CLASSIFICATION

Effective April 1, 2013 the Paraprofessional Wage grid is:

Paraprofessional Wage Grid - 2013					
Job Title	Grid Level	Step 1 0 - 2000 HRS	Step 2 2001 - 4000 HRS	Step 3 4001 - 6000 HRS	Step 4 6001 HRS +
Children Who Witness Abuse Counsellor	13	\$ 21.28	\$ 22.30	\$ 23.53	\$ 24.80
Accountant	14	\$ 23.47	\$ 24.61	\$ 25.98	\$ 27.34
Addictions Counsellor	14	\$ 23.47	\$ 24.61	\$ 25.98	\$ 27.34
Adult, Youth and/or Child Counsellor	14	\$ 23.47	\$ 24.61	\$ 25.98	\$ 27.34
ESL Instructor	14	\$ 23.47	\$ 24.61	\$ 25.98	\$ 27.34
Family Counsellor	14	\$ 23.47	\$ 24.61	\$ 25.98	\$ 27.34
Infant Development Consultant	14	\$ 23.47	\$ 24.61	\$ 25.98	\$ 27.34
Stopping the Violence Counsellor	14	\$ 23.47	\$ 24.61	\$ 25.98	\$ 27.34
Supported Child Care Consultant	14	\$ 23.47	\$ 24.61	\$ 25.98	\$ 27.34
Nutritionist	15	\$ 24.30	\$ 25.46	\$ 26.90	\$ 28.28
Behavioural Therapist	16	\$ 26.92	\$ 28.23	\$ 29.81	\$ 31.37
Clinical Counsellor	16	\$ 26.92	\$ 28.23	\$ 29.81	\$ 31.37
Occupational Therapist	16	\$ 26.92	\$ 28.23	\$ 29.81	\$ 31.37
Physiotherapist	16	\$ 26.92	\$ 28.23	\$ 29.81	\$ 31.37
Residence Nurse	16	\$ 26.92	\$ 28.23	\$ 29.81	\$ 31.37
Speech Language Pathologist	17	\$ 28.76	\$ 30.15	\$ 31.80	\$ 33.48

From: Thomas Marshall <TMarshall@cssea.bc.ca>
Sent: Tuesday, April 23, 2013 2:12 PM
Subject: CSSEA Info - Collective Agreements Implementation
Attachments: 2012-2014 CLS GS CBA Quick Reference Guide.pdf; 2012-2014 CBA Wage Grid CLS GS pre LMA.pdf; Continuous Service Date.pdf

If you experience difficulties accessing this information, please contact Thomas Marshall at 604.601.3127, toll free at 1.800.377.3340 or via email at tmarshall@cssea.bc.ca.



Vol. 20 Issue 8 • April 2013

CSSEA Info keeps members informed about human resources and labour relations issues in the community social services sector.

For more information, contact your human resources/ labour relations consulting team.

COLLECTIVE AGREEMENTS IMPLEMENTATION

For your information below is a list of the major changes to the Community Living Services and General Services agreements to assist in implementation.

Unless otherwise specified, the terms and conditions of the Community Living Services and General Services agreements are effective April 22, 2013.

Change	Effective Date
General wage increase for all employees on the Wage Grid of 1.5% for all steps. An additional 1% for Step 1. See updated Wage Grid pre LMA PDF attached or online in members section.	Retroactive to April 1, 2013
Transportation allowance increases to \$0.45.	Retroactive to April 1, 2013
Meal Allowances increase to: Breakfast \$10.00 Lunch \$12.25 Dinner \$21.25	Retroactive to April 1, 2013

Coverage for hearing aids increases to \$1,000 per adult every 48 months and \$1,000 per child every 24 months. Benefit providers will be in contact with members about the effect to premiums caused by this change.	Retroactive to April 1, 2013
Straight-time pay in lieu of scheduled vacations and paid holidays for casual employees decreases to 9.8%.	Retroactive to April 1, 2013
Elimination of statutory holidays as a superior provision.	Retroactive to April 1, 2013
Provide the union with an up-to-date seniority list as per Article 12.2 – Seniority List including employee’s name, seniority, current classification, rate of pay, status per Article 2.1 – Employees and continuous service date. See Continuous Service Date PDF attached or online in members section regarding the difference between seniority, continuous service date, and hire date.	July 2013
Deadline to complete local issues bargaining for 2012 bargaining. CSSBA and CSSEA are still discussing the process and timing of negotiations. CSSEA will advise once the details have been finalized.	July 22, 2013
Deadline to submit notice to negotiate local issues for 2014 bargaining.	Sept. 30, 2013
General wage increase for all employees on the Wage Grid of 1.5% for all steps.	Jan. 1, 2014
Provide the union with an up-to-date seniority list as per Article 12.2 – Seniority List including employee’s name, seniority, current classification, rate of pay, status per Article 2.1 – Employees and continuous service date. See Continuous Service Date PDF attached or online in members section regarding the difference between seniority, continuous service date, and hire date.	Jan. 2014
Deadline to complete local issues bargaining for 2014 bargaining.	Mar. 31, 2014

For more information please contact your HRLR Consultant.

Visit www.cssea.bc.ca regularly for the latest information.

E&OE

From: Thomas Marshall <TMarshall@cssea.bc.ca>
Sent: Wednesday, April 24, 2013 5:46 PM
Subject: CSSEA Info - Wage Grid Update
Attachments: 2012-2014 Wage Grid CLS GS pre LMA.pdf

If you experience difficulties accessing this information, please contact Thomas Marshall at 604.601.3127, toll free at 1.800.377.3340 or via email at tmarshall@cssea.bc.ca.



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CSSEA *Info* keeps members informed about human resources and labour relations issues in the community social services sector.

For more information, contact your human resources/labour relations consulting team.

WAGE GRID UPDATE

Please disregard and delete the wage grid attached to the CSSEA Info titled ***Collective Agreement Implementation***, sent Tuesday, April 23, 2013.

After member feedback, errors were found in some grid levels and steps, in the JJEP and the Paraprofessional Wage Grids.

Attached is the revised wage grid correcting these errors.

For more information please contact your HRLR Consultant.

Visit <http://www.cssea.bc.ca/> regularly for the latest information.

E&OE

Sandbu, Anne MCF:EX

From: Eric Peraro <eperaro@cssea.bc.ca>
Sent: Monday, April 22, 2013 5:32 PM
To: Hunter, Richard CLBC:EX; Boyd, Wes MSD:EX; Guidoriagao, Kimberley MSD:EX; danmaxwell@bchousing.org; agnesross@bchousing.org; Strome, Ron BCHM:IN; Hoefer, Catherine HLTH:EX; Niessen, Elizabeth JAG:EX; Andrade, Ana JAG:EX; Semcesen, Mila JAG:EX; Stephenson, Ida HLTH:EX; Faganello, Tara JAG:EX; Merry, Kathleen MCF:EX; Sandbu, Anne MCF:EX; Corwin, Lucas A PSEC:EX; Hemingway, Joyce CLBC:EX
Cc: Gentil Mateus; Thomas Marshall; Karri McDonald
Subject: CSSEA INFO - Collective Agreements Ratified

Hi,

Please find attached the CSSEA information regarding collective agreement ratification that went out to members this afternoon. As discussed last week, please let me know if you need any other information.

If you experience difficulties accessing this information, please contact Thomas Marshall at 604.601.3127, toll free at 1.800.377.3340 or via email at tmarshall@cssea.bc.ca.



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CSSEA Info keeps members informed about human resources and labour relations issues in the community social services sector.

For more information, contact your human resources/labour relations consulting team.

COLLECTIVE AGREEMENTS RATIFIED

We are pleased to announce that CSSEA's members and the union employees represented by the Community Social Services Bargaining Association (CSSBA) have voted in favour of ratifying the new two-year tentative collective agreements for Community Living Services and General Services.

In online voting conducted April 15 to 18, 2013, 202 members were asked to ratify the tentative collective agreements. Overall 91% of members participated in the vote with the following percent in favour of ratification divided into their respective collective agreements:

Aboriginal Services: 100 per cent
Community Living Services: 96 per cent
General Services: 97 per cent

The union employees represented by the CSSBA voted 71 per cent and 84 per cent in favour of the Community Living Services and General Services agreements respectively. The CSSBA expects to be in a position to announce their Aboriginal Services ratification vote in the next few days.

Next steps

CSSEA will update members on the provisions of the ratified agreements by sending an implementation guide later this week.

Visit www.cssea.bc.ca regularly for the latest information.

Best regards

Eric

Eric Peraro | Executive Director, Research and Knowledge Management

Community Social Services Employers' Association | 800 - 555 Burrard Street, Box 232 | Vancouver, BC | V7X 1M8
Direct Line: 604.601.3104 | Toll-free: 1.800.377.3340 Ext. 118 | Fax: 604.687.7266 | eperaro@cssea.bc.ca



Warning:

This message is intended only for the addressee. Any disclosing, copying, distributing, or taking any action in reliance on the contents is prohibited. If you have received this message in error, please notify the sender immediately by return email or by collect telephone at 604.687.7220 (Canada) and electronically delete this message without making a copy. Thank you.

Sandbu, Anne MCF:EX

From: Gentil Mateus <gmateus@cssea.bc.ca>
Sent: Friday, April 19, 2013 11:29 AM
To: Sieben, Mark MSD:EX; Brown, Stephen R MCF:EX; XT:HLTH Doney, Lee; Peter Cameron cell
Cc: Boyd, Wes MSD:EX; Sandbu, Anne MCF:EX; Bains, Manjit S MCF:EX; Corwin, Lucas A PSEC:EX; Hughes, Trevor LBR:EX
Subject: CSSEA Employers Collective Agreement Vote - CONFIDENTIAL
Importance: High

Hi folks,

The results for the employers vote are in and it has been ratified by an overwhelming majority. Congratulations Peter Cameron and everyone who contributed to make this deal possible!

The official communication will go out on Monday

Summarized results are as follows:

Division	% voted YES	Participation Rate
AS	100%	83%
CLS	96%	92%
GS	97%	91%

Preliminary indication show the highest member participation ever. Now the hard work begins....

Gentil Mateus | Chief Executive Officer

Community Social Services Employers' Association | 800 – 555 Burrard Street, Box 232 | Vancouver, BC | V7X 1M8
Direct Line: 604.601.3118 | Toll-free: 1.800.377.3340 Ext. 118 | Fax: 604.687.7266 | gmateus@cssea.bc.ca



Not Responsive

From: Gentil Mateus [<mailto:gmateus@cssea.bc.ca>]
Sent: Tuesday, April 16, 2013 2:16 PM
Subject: MCFD's response to compensation increase questions
Importance: High

Hi all,

During and following the ratification tour I have had a number of questions from mostly General Services members about the Ministry of Children and Family Development's (MCFD) position regarding the compensation increase in the tentative collective agreements. I have had the opportunity to pose those questions to MCFD and I would like to pass on to you Anne Sandbu's response on behalf of MCFD. I hope this provides further clarity to the majority of your questions regarding how MCFD will handle the negotiated compensation increases if the tentative agreements are ratified. In addition, it is my understanding the same message has been provided to MCFD regional staff to help dispel some of the rumours you shared with me during the ratification tour. Please give me a call if you have further questions.

Gentil

Gentil Mateus | Chief Executive Officer

Community Social Services Employers' Association | 800 – 555 Burrard Street, Box 232 | Vancouver, BC | V7X 1M8
Direct Line: 604.601.3118 | Toll-free: 1.800.377.3340 Ext. 118 | Fax: 604.687.7266 | gmateus@cssea.bc.ca



From: Sandbu, Anne MCF:EX
Sent: April 16, 2013 12:21 PM
To: Gentil Mateus
Subject: RE: Ratification vote update

Hi, Gentil. Thank you for this update on your meetings with the sector.

s.17

s.17

Anne Sandbu, ADM, 250-387-1882

Sandbu, Anne MCF:EX

From: Gentil Mateus <gmateus@cssea.bc.ca>
Sent: Tuesday, April 16, 2013 2:26 PM
To: Sandbu, Anne MCF:EX
Subject: FW: FYI

...and one more

Gentil Mateus | Chief Executive Officer

Community Social Services Employers' Association | 800 – 555 Burrard Street, Box 232 | Vancouver, BC | V7X 1M8
Direct Line: 604.601.3118 | Toll-free: 1.800.377.3340 Ext. 118 | Fax: 604.687.7266 | gmateus@cssea.bc.ca



Not Responsive

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Sent: Tuesday, April 16, 2013 2:16 PM
Subject: MCFD's response to compensation increase questions
Importance: High

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Gentil Mateus | Chief Executive Officer

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Direct Line: 604.601.3118 | Toll-free: 1.800.377.3340 Ext. 118 | Fax: 604.687.7266 | gmateus@cssea.bc.ca



From: Sandbu, Anne MCF:EX
Sent: April 16, 2013 12:21 PM
To: Gentil Mateus
Subject: RE: Ratification vote update

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s.17

s.17

Anne Sandbu, ADM, 250-387-1882

Sandbu, Anne MCF:EX

From: Gentil Mateus <gmateus@cssea.bc.ca>
Sent: Tuesday, April 16, 2013 2:16 PM
Subject: MCFD's response to compensation increase questions

Importance: High

Hi all,

During and following the ratification tour I have had a number of questions from mostly General Services members about the Ministry of Children and Family Development's (MCFD) position regarding the compensation increase in the tentative collective agreements. I have had the opportunity to pose those questions to MCFD and I would like to pass on to you Anne Sandbu's response on behalf of MCFD. I hope this provides further clarity to the majority of your questions regarding how MCFD will handle the negotiated compensation increases if the tentative agreements are ratified. In addition, it is my understanding the same message has been provided to MCFD regional staff to help dispel some of the rumours you shared with me during the ratification tour. Please give me a call if you have further questions.

Gentil

Gentil Mateus | Chief Executive Officer

Community Social Services Employers' Association | 800 – 555 Burrard Street, Box 232 | Vancouver, BC | V7X 1M8
Direct Line: 604.601.3118 | Toll-free: 1.800.377.3340 Ext. 118 | Fax: 604.687.7266 | gmateus@cssea.bc.ca



From: Sandbu, Anne MCF:EX
Sent: April 16, 2013 12:21 PM
To: Gentil Mateus
Subject: RE: Ratification vote update

Hi, Gentil. Thank you for this update on your meetings with the sector.

s.17

s.17

s.17

Anne Sandbu, ADM, 250-387-1882

Sandbu, Anne MCF:EX

From: Sandbu, Anne MCF:EX
Sent: Monday, April 15, 2013 5:55 PM
To: 'Gentil Mateus'
Subject: RE: ratification vote - member concerns

Hi, Gentil – I left you a message to call me – I am hoping I can talk to you first thing in the am. Thanks.

Anne Sandbu, ADM, 250-387-1882

From: Gentil Mateus [<mailto:gmateus@cssea.bc.ca>]
Sent: Monday, April 15, 2013 2:27 PM
To: Sandbu, Anne MCF:EX; Brown, Stephen R MCF:EX
Subject: FW: ratification vote - member concerns

FYI ONLY – Confidential

One member's feedback.... I am in the process of preparing a CSSEA update on the ratification vote tour which ended last Friday and we remain optimistic the vote will carry. Onward and forward !

Gentil Mateus | Chief Executive Officer

Community Social Services Employers' Association | 800 – 555 Burrard Street, Box 232 | Vancouver, BC | V7X 1M8
Direct Line: 604.601.3118 | Toll-free: 1.800.377.3340 Ext. 118 | Fax: 604.687.7266 | gmateus@cssea.bc.ca



Not Responsive

Page 264 redacted for the following reason:

Not Responsive

From: Thomas Marshall <TMarshall@cssea.bc.ca>
Sent: Friday, April 5, 2013 5:07 PM
Subject: BB 23 - Ratification Voting Procedure
Attachments: BB 23 attachment.pdf

Please disregard and delete the Bargaining Bulletin sent earlier today as it contained an error.

Below is the corrected Bargaining Bulletin #23. Thank you for your understanding.

If you experience difficulties accessing this information, please contact Kathie Best , 604-601-3107, toll free at 1.800.377.3340 or via email at kbest@cssea.bc.ca.

Bargaining Bulletin

BB 23 • April 2013

BARGAINING BULLETIN

keeps members informed of their bargaining teams' progress before, during and after collective bargaining. Please update your bargaining teams on emerging issues related to collective bargaining:

BARGAINING TEAMS

Aboriginal Services

Bernadette Spence
Colleen Spier
Kathleen Bennett
Email asbt@cssea.bc.ca

Community Living Services

Brenda Gillette
Janice Barr
Lilla Tipton
alternates:
Fernando Coelho
Tony Laing
Email clsbt@cssea.bc.ca

General Services

Anne Nikon
Bill Dartnell
Marianne Sorensen
Email gsbt@cssea.bc.ca

RATIFICATION VOTING PROCEDURE

Ratification votes for the tentative agreements for Aboriginal Services, Community Living Services and General Services are scheduled to be conducted electronically **between 8:00 AM Monday, April 15, and 5:00 PM (Pacific Time) Thursday, April 18, 2013.**

The ratification votes will be conducted in accordance with Article 13.05 of CSSEA's Constitution and Bylaws (see attached excerpt). Each agency's votes will be weighted based on the total number of bargaining unit FTE's as submitted before December 31, 2012 (see attached excerpt).

A tentative agreement will be determined as ratified if more than 50 per cent of the votes cast in the division are in favour of ratification.

Confidentiality Ensured

In order to ensure confidentiality, CSSEA has retained the services of a third-party marketing research firm, Reveal Research Inc., to conduct the vote.

Reveal Research will only present the final results to CSSEA and will not disclose how members voted.

Voting Procedure

Before the start of voting Reveal Research will email the Primary Contact from your agency with instructions on how to cast your agency's vote. If you do not receive this email before

Friday, April 12, 2013, please contact Bela Barros (bbarros@cssea.bc.ca or 604.601.3124).

The email will have a unique and confidential link to a webpage for you to cast your vote. Do not share the email.

After casting your vote your agency's allotment of votes will automatically be recorded and tallied.

Votes must be cast before voting ends at 5:00PM (Pacific Time) on Thursday, April 18, 2013.

Votes not received by Reveal Research by 5:00 pm (Pacific Time) on Thursday, April 18, 2013, will be considered forfeited.

After the voting period ends Reveal Research will tabulate the results for each membership division and they will be announced on Monday, April 22, 2013.

Members are reminded to follow their agencies approval process before casting their ratification vote. For many agencies this may mean seeking approval from their board of directors.

Information available on Tentative Agreements

Posted in the members section of the website are the [Presentation Slides](#) from the Ratification Information Meetings and the [Comprehensive Summary of Changes](#) made in the tentative agreements.

In addition, a list of [Frequently Asked Questions](#) from the Ratification Information Meetings has also been posted to the members section of the website and will be updated on a regular basis.

For further information, please contact your HRLR Consultant.

Sandbu, Anne MCF:EX

From: Bains, Manjit S MCF:EX
Sent: Thursday, March 21, 2013 11:02 AM
To: Sandbu, Anne MCF:EX
Subject: FW: Aboriginal Services - Memorandum of Settlement & Agreed to Provision
Attachments: 2013 03 20 - Memo of Settlement & Agreed To Provisions.pdf

Hi Ann,

Aboriginal Services is complete. They will now go to ratification. As discussed there was no assurance of funding and I did highlight cooperative gains to Peter. The delegated program salaries are equivalent to the master (public service) agreement.

The first three pages of the forwarded document contain provisions specific to the aboriginal services, the remainder applies to the entire cssea sector.

Manjit

From: Nicole MacIsaac [<mailto:nmacisaac@cssea.bc.ca>]
Sent: Thursday, March 21, 2013 8:52 AM
To: Bains, Manjit S MCF:EX
Cc: Alexia Jones
Subject: Aboriginal Services - Memorandum of Settlement & Agreed to Provision

Hello Manjit,
On behalf of Alexia Jones please find attached the above noted documents.

Kind regards,
Nicole

Nicole MacIsaac | Senior Administrative Assistant | HRLR and Legal Services

Community Social Services Employers' Association | 800 – 555 Burrard Street, Box 232 | Vancouver, BC | V7X 1M8
Direct Line: 604.601.3131 | Toll-free: 1.800.377.3340 Ext. 131 | Fax: 604.687.7266 | nmacisaac@cssea.bc.ca



This message is intended only for the addressee. Any disclosing, copying, distributing, or taking any action in reliance on the contents is prohibited. If you have received this message in error, please notify the sender immediately by return email or by collect telephone at 604.687.7220 (Canada) and electronically delete this message without making a copy. Thank you.

MEMORANDUM OF SETTLEMENT

BETWEEN

COMMUNITY SOCIAL SERVICES EMPLOYERS' ASSOCIATION AND COMMUNITY SOCIAL SERVICES BARGAINING ASSOCIATION

The parties agree to the terms of this Memorandum as constituting full settlement of all issues between the parties in Aboriginal Services. Unless otherwise specified, changes to terms and conditions will be effective as of the date of ratification or the dates contained in the attached language.

The parties agree to adopt the changes made to the Community Living Services and General Services 2012 -2014 Collective Agreement as in the attached document.

The parties agree to recommend acceptance, to their respective principals, of the following changes to the 2012 – 2014 Collective Agreement between the above noted parties in Aboriginal Services Division:

1.5 No Discrimination

Notwithstanding the above, the parties accept that Aboriginal agencies are entitled, by virtue of Section 41 of the *Human Rights Code*, to give preference to Aboriginal peoples, and as such will not be restricted by any clause or article contained in the Collective Agreement in hiring, retaining, promoting, or advancing of Aboriginal individuals who are members of the identifiable groups that Aboriginal agencies are mandated to serve.

3.10 Time Off for Union Business

(e) Time spent by employees who are members of the UBA Bargaining Committee shall be without loss of pay for time spent in direct negotiations with the Employer with CSSEA for the renewal of this Agreement. The application of this provision shall be limited to a combined maximum of two (2) workdays for the Aboriginal Services Division.

[Note consequential correction to GS/CS agreement: 127 becomes 125]

20.2.1 Special Leave for Aboriginal Spiritual and Ceremonial Events

Where an employee applies to attend, as a responsibility or obligation, an Aboriginal spiritual/ceremonial event, the employer will grant a day of paid leave provided:

- the employee takes or has taken 2 days unpaid leave pursuant to 20.2(j);
- the employee identifies in writing the spiritual/ceremonial event, the customary practice involved, and the employee's role in the event.

26.9 Transportation Allowance

\$0.45 to \$0.49

JJEP Wage Rates

Amend JJEP rates as follows: 1% for all Step 1 rates April 1, 2013; 1.5% for all steps and levels April 1, 2013; and 1.5% for all steps and levels January 1, 2014.

Wage Grid Appendix A1

Definition

Master Agreement means the Master Agreement between the Province of British Columbia and the B.C. Government and Service Employees' Union (BCGEU).

[Insert wage grids A, B, C, D, adjusted as per the Master Agreement: 1% April 1, 2012; 1% August 15, 2012; 1% April 1, 2013; and 1% December 1, 2013]

The parties agree to review the language found within Appendix A1. The purpose is to determine if, by mutual agreement, the language can be simplified while maintaining the intent of the Appendix. This review will be done prior to the final signing of the collective agreement.

Appendix B List of Arbitrators

The parties agree to refer to the Sector Committee the task of identifying arbitrators of Aboriginal ancestry.

Where the parties reach agreement with respect to identified arbitrators, the list of arbitrators will be amended. The sector committee will attempt to conclude this work by November 1, 2013.

MOA #1

1(4) Client Vacations, Out of Town Assignments and Cultural/Ceremonial Trips

Letter of Agreement

The Labour Management Committee at VACFSS will be expanded for purposes of constituting a workload review committee. The expansion will consist of one person appointed by the BCGEU and one person appointed by CSSEA.

The purpose of the review is to assess workload levels, determine contributors to workload increases, identify tools and ideas to address workload and make recommendations no later than November 1, 2013.

No discipline or discriminatory actions will be taken toward members of the Union Bargaining Committee and other union activists involved in tasks related to bargaining or strike preparation.

Each party will communicate the details of the settlement to their own constituencies – the Employer will not attempt to communicate with, recommend to otherwise comment on the settlement with employees.

If the Union so chooses the ratification vote may be conducted in workplaces with stewards conducting the balloting.

SIGNED ON BEHALF OF THE UBA

Brian Van.

John O'Leary

Michael

SIGNED ON BEHALF OF CSSEA

1000

John

B. Guellette

James

Date - March 20/13

Pages 271 through 291 redacted for the following reasons:

s.13, s.17

Sandbu, Anne MCF:EX

From: Gentil Mateus <gmateus@cssea.bc.ca>
Sent: Wednesday, March 20, 2013 9:57 AM
To: Boyd, Wes MSD:EX; Sandbu, Anne MCF:EX
Cc: Corwin, Lucas A PSEC:EX
Subject: Re: Ratification tour update

Let me know if or when the messages have gone out to the field.

----- Original Message -----

From: Boyd, Wes MSD:EX [<mailto:Wes.Boyd@gov.bc.ca>]
Sent: Wednesday, March 20, 2013 09:50 AM
To: Sandbu, Anne MCF:EX <Anne.Sandbu@gov.bc.ca>; Gentil Mateus
Cc: Corwin, Lucas A PSEC:EX <Lucas.Corwin@gov.bc.ca>
Subject: RE: Ratification tour update

Perfect. Thanks Anne.

Wes Boyd
Assistant Deputy Minister/Executive Financial Officer Management Services Division

Ministry of Social Development
7th Floor, 614 Humboldt St. Victoria BC V8W 9R2
Phone: 250.387.3159 Blackberry: 250-508-5791
Email: wes.boyd@gov.bc.ca

-----Original Message-----

From: Sandbu, Anne MCF:EX
Sent: Wednesday, March 20, 2013 9:50 AM
To: Boyd, Wes MSD:EX; 'Gentil Mateus'
Cc: Corwin, Lucas A PSEC:EX
Subject: RE: Ratification tour update

The messaging we are using is below - relatively similar to yours, Wes:

Generally government has approached all collective agreements through cooperative gains strategies. We are committed to ensuring sustainable services throughout the sector. Once the agreement is ratified, we will work with the sector to develop strategies if required to manage any funding pressures.

-----Original Message-----

From: Boyd, Wes MSD:EX
Sent: Wednesday, March 20, 2013 9:33 AM
To: 'Gentil Mateus'; Sandbu, Anne MCF:EX
Cc: Corwin, Lucas A PSEC:EX

Subject: RE: Ratification tour update

I suggest and based on discussions a few weeks ago, that we should say something (please feel free to edit) along the lines that

s.13

Wes

Wes Boyd

Assistant Deputy Minister/Executive Financial Officer Management Services Division

Ministry of Social Development

7th Floor, 614 Humboldt St. Victoria BC V8W 9R2

Phone: 250.387.3159 Blackberry: 250-508-5791

Email: wes.boyd@gov.bc.ca

-----Original Message-----

From: Gentil Mateus [<mailto:gmateus@cssea.bc.ca>]

Sent: Wednesday, March 20, 2013 6:46 AM

To: Boyd, Wes MSD:EX; Sandbu, Anne MCF:EX

Cc: Corwin, Lucas A PSEC:EX

Subject: Ratification tour update

Anne, Wes,

s.13

From: Kathie Best <kbest@cssea.bc.ca>
Sent: Monday, March 18, 2013 5:13 PM
Subject: BB 22 - Ratification Information Package

If you experience difficulties accessing this information, please contact Kathie Best , 604-601-3107, toll free at 1.800.377.3340 or via email at kbest@cssea.bc.ca.

Bargaining *Bulletin*

BB 22 • Mar. 2013

BARGAINING BULLETIN

keeps members informed of their bargaining teams' progress before, during and after collective bargaining. Please update your bargaining teams on emerging issues related to collective bargaining:

BARGAINING TEAMS

Aboriginal Services

Bernadette Spence
Colleen Spier
Kathleen Bennett
Email asbt@cssea.bc.ca

Community Living Services

Brenda Gillette
Janice Barr
Lilla Tipton
alternates:
Fernando Coelho
Tony Laing
Email
clsbt@cssea.bc.ca

General Services

Anne Nikon
Bill Dartnell
Marianne Sorensen
Email gsbt@cssea.bc.ca

Ratification Information Package

The summary of the changes to the 2012-2014 tentative agreements for Community Living Services and General Services has been posted to our website for your information.

The comprehensive package lists all the changes to the agreements and includes interpretation and comments.

You're encouraged to bring a copy of this package to the Ratification Information Meeting as it will be referenced during the presentation.

[Download Ratification Information Package \(http://ow.ly/jc1j2\)](http://ow.ly/jc1j2)

If you have not already done so, you are encouraged to sign up for the regional meeting in your area. Below is a list of the Ratification Meetings and a link to register online.

[Register for meeting \(http://ow.ly/jc1oT\)](http://ow.ly/jc1oT)

City	Date	Time	Location
Burnaby	Thursday, April-04	3:00 PM	Burnaby Association for Community Inclusion, 2702 Norland Avenue (note: parking is limited)
Campbell River	Wednesday, March-27	2:30 PM	Campbell River Family Services Society 487 - 10th Avenue
Castlegar	Tuesday, March-26	9:30 AM	Kootenay Society for Community Living 2224 6th Avenue
Chilliwack	Tuesday, March-19	1:30 PM	Chilliwack Society for Community Living 9353 Mary Street
Cranbrook	Monday, March-25	1:00 PM	Cranbrook Society for Community Living 1402 1 Street South
Fort St. John	Tuesday, April-09	1:00 PM	Fort St. John Association for Community Living, 10251 - 100th Avenue
Kelowna	Tuesday, April-02	9:30 AM	Okanagan Boys and Girls Clubs, Downtown Youth Centre, 1633 Richter St.

Nanaimo	Thursday, April-11	2:30 PM	Vancouver Island Conference Centre 101 Gordon Street
Penticton	Tuesday, April-02	2:00 PM	Penticton and District Society for Community Living 453 Winnipeg Street (Chestnut Place, Sunshine Room)
Powell River	Wednesday, March-27	9:30 AM	Powell River Association for Community Living, 201-4675 Marine Avenue
Prince George	Wednesday, March-20	10:30 AM	AiMHi - Prince George Association for Community Living, 950 Kerry Street (Gathering Place A)
Surrey	Tuesday, March-19	9:30 AM	Eaglequest Golf - Coyote Creek 7778 152 Street
Terrace	Thursday, March-21	1:00 PM	Terrace & District Community Services Society, 100-3219 Eby Street
Vancouver	Friday, March-22	9:30 AM	Suite 1165 , 555 Burrard Street
Victoria	Thursday, April-11	10:00 AM	Comfort Hotel and Conference Centre Victoria, 3020 Blanshard Street Local: 604-899-2339
Conference Call	Friday, April-12	10:00 AM	Long Distance: 1-877-385-4099 Access code will be provided to registered participants.

From: Kathie Best <kbest@cssea.bc.ca>
Sent: Thursday, March 7, 2013 3:28 PM
Subject: BB 21 Summary of Tentative Agreement and Details of Regional Ratification Information Meetings

Bargaining *Bulletin*

BB 21 • Mar. 2013

BARGAINING BULLETIN

keeps members informed of their bargaining teams' progress before, during and after collective bargaining.

Please update your bargaining teams on emerging issues related to collective bargaining:

BARGAINING TEAMS

Aboriginal Services

Bernadette Spence
Colleen Spier
Kathleen Bennett
Email asbt@cssea.bc.ca

Community Living Services

Brenda Gillette
Janice Barr
Lilla Tipton
alternates:
Fernando Coelho
Tony Laing
Email
clsbt@cssea.bc.ca

General Services

Anne Nikon
Bill Dartnell
Marianne Sorensen
Email gsbt@cssea.bc.ca

Summary of Tentative Agreement and Details of Regional Ratification Information Meetings

This bulletin provides members with a summary of the tentative collective agreements reached with the CSSBA early this week for General Services and Community Living Services.

A comprehensive and detailed explanation of the agreements will be presented at the regional ratification information meetings which will be held across the province over the next four weeks.

The complete ratification package will be posted on the CSSEA website at the end of next week.

Monetary Changes

General Wage Increase

- 1.5% (effective April 1, 2013)
- 1.5% (effective January 1, 2014)

Labour Market Adjustment Fund for Classifications Listed in *Appendix A – Wage Grids* (effective April 1, 2013)

- Additional Wage Increase of 1.0% to Step 1 (effective April 1, 2013)

Mileage Allowance Improvement (effective April 1, 2013)

- \$0.45 (improvement of \$0.04)

Meal Allowance Improvement (effective April 1, 2013):

- Breakfast: \$10.00 (improvement of \$1.50)
- Lunch: \$12.25 (improvement of \$1.75)

- Dinner: \$21.25 (improvement of \$2.00)

Article 17.1 – Paid Holidays (Family Day)

Article 26.13 – Criminal Record Check

Article 27.6 – Extended Health Plan

- Improving coverage for hearing aids

Article 30.5 – Paid Holidays and Vacation for Casual Employees

Memorandum of Agreement #2 Re: Superior Benefits and Provisions

- Harmonizing superior benefits and provisions

Memorandum of Agreement #8 Re: Long Term Disability Plan

- Changes to Early Intervention Program

Non-monetary Changes

Article 3 – Union Recognition and Rights

Article 13 – Layoff and Recall

Article 24.3 – Appointment Policy

Article 29 – Harassment

Appendix A – Wage Protection

Appendix B – List of Arbitrators

Memorandum of Agreement #10 and Information Appendix D – Continuity of Service Agreement

- Extended the agreement

Memorandum of Agreement #14 – Sick Leave, Illness and Injury Plans and Benefit Improvement Costs Committee

- Creation of a Joint Disability and Drug Management Committee that will replace the CSSEIP Steering Committee and Working Group

Memorandum of Agreement #15 – Benefits While on Certain Leaves of Absence Committee

Aboriginal Services Negotiations

Aboriginal Services negotiations will continue and we are hopeful the parties will reach a tentative agreement before the end of the month.

Regional Information Meetings - Dates and Locations

Decision makers from your organization – including executive directors, chief executive

officers, board members and senior management are encouraged to attend the regional information meeting in your area.

At the meetings CSSEA together with members of the bargaining team will provide an in-depth explanation and answer your questions regarding the tentative agreement.

City	Date	Time	Location
Burnaby	Thursday, April-04	3:00 PM	Burnaby Association for Community Inclusion 2702 Norland Avenue (note: parking is limited)
Campbell River	Wednesday, March-27	2:30 PM	Campbell River Family Services Society 487 - 10th Avenue
Castlegar	Tuesday, March-26	9:30 AM	Kootenay Society for Community Living 2224 6th Avenue
Chilliwack	Tuesday, March-19	1:30 PM	Location to be determined
Cranbrook	Monday, March-25	1:00 PM	Cranbrook Society for Community Living 1402 1 Street South
Fort St. John	Tuesday, April-09	1:00 PM	Fort St. John Association for Community Living 10251 - 100th Avenue
Kelowna	Tuesday, April-02	9:30 AM	Location to be determined
Nanaimo	Thursday, April-11	2:30 PM	Vancouver Island Conference Centre 101 Gordon Street
Penticton	Tuesday, April-02	2:00 PM	Penticton and District Society for Community Living 453 Winnipeg Street (Chestnut Place, Sunshine Room)
Powell River	Wednesday, March-27	9:30 AM	Powell River Association for Community Living 201-4675 Marine Avenue
Prince George	Wednesday, March-20	10:30 AM	AiMHi - Prince George Association for Community Living, 950 Kerry Street (Gathering Place A)
Surrey	Tuesday, March-19	9:30 AM	Eaglequest Golf - Coyote Creek 7778 152 Street
Terrace	Thursday, March-21	1:00 PM	Terrace & District Community Services Society 100-3219 Eby Street
Vancouver	Friday, March-22	9:30 AM	Suite 1165 , 555 Burrard Street
Victoria	Thursday, April-11	10:00 AM	Comfort Hotel and Conference Centre Victoria 3020 Blanshard Street
Conference Call	Friday, April-12	10:00 AM	Local: 604-899-2339 Long Distance: 1-877-385-4099 Access code will be provided to

registered participants.

For the locations of the meetings yet to be determined please visit: <http://ow.ly/ixfiO>

To register online visit: <http://ow.ly/ixfif>

To download a PDF copy of this bulletin visit: <http://ow.ly/ixfrs>

From: Thomas Marshall <TMarshall@cssea.bc.ca>
Sent: Wednesday, March 13, 2013 10:58 AM
Subject: CEO Update - March 2013

If you experience difficulties accessing this information, please contact Thomas Marshall at 604.601.3127, toll free at 1.800.377.3340 or via email at tmarshall@cssea.bc.ca.



Vol. 3 Issue 2 • March 2013

CEO Update keeps members updated on the progress of CSSEA's ongoing projects and initiatives.

For questions or comments, contact Gentil Mateus: gmateus@cssea.bc.ca

BARGAINING

Following 12 months of bargaining and a marathon 14 consecutive days of negotiations in February and the beginning of March, we were able to reach tentative two-year agreements for Community Living Services and General Services. The tentative agreements deliver on the bargaining priorities for employers and the bargaining teams are recommending ratification.

Entering negotiations the three key priorities for employers were recruitment and retention, controlling benefit costs and management flexibility and these agreements provide improvements in all three areas.

The agreements provide for increases in compensation for employees that starts to close the gap with Community Health, institutes programs to control the rising cost of benefits and long term disability, and increases management flexibility in a number of areas. Increases to compensation are funded through savings identified under the cooperative gains mandate.

Overall our bargaining teams are happy that we were able to reach fair and affordable collective agreements that meet the needs of the sector and ensures no further service disruptions will occur for the length of the agreements.

A summary of the changes to the agreements is available on our website (<http://ow.ly/iQ8IH>) and the complete ratification information package will be posted to the website at the end of the week.

Aboriginal Services negotiations are scheduled to continue March 19, and we are hopeful we will reach a tentative agreement before the end of month.

On behalf of Peter Cameron our chief negotiator and CSSEA staff assigned to bargaining, I want to thank the bargaining team members for their long hours of work and their dedication in helping us reach a negotiated deal in Community Living Services and General Services and hopefully soon in Aboriginal Services.

RATIFICATION INFORMATION MEETINGS

To help answer your questions and explain the changes in the tentative agreements, ratification information meetings have been scheduled around the province.

At these meetings, members of the bargaining teams, CSSEA staff and I will provide a detailed explanation of the changes and answer all of your questions regarding the tentative agreement.

We encourage decision makers from your organization – including executive directors, chief executive officers, board members and senior management to attend the meeting closest to you.

Meeting Dates

City	Date	Time	Location
Burnaby	Thursday, April-04	3:00 PM	Burnaby Association for Community Inclusion 2702 Norland Avenue (note: parking is limited)
Campbell River	Wednesday, March-27	2:30 PM	Campbell River Family Services Society 487 - 10th Avenue
Castlegar	Tuesday, March-26	9:30 AM	Kootenay Society for Community Living 2224 6th Avenue
Chilliwack	Tuesday, March-19	1:30 PM	Chilliwack Society for Community Living 9353 Mary Street, Chilliwack
Cranbrook	Monday, March-25	1:00 PM	Cranbrook Society for Community Living 1402 1 Street South
Fort St. John	Tuesday, April-09	1:00 PM	Fort St. John Association for Community Living 10251 - 100th Avenue
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Surrey	Tuesday, March-19	9:30 AM	Eaglequest Golf - Coyote Creek 7778 152 Street
Terrace	Thursday, March-21	1:00 PM	Terrace & District Community Services Society 100-3219 Eby Street
Vancouver	Friday, March-22	9:30 AM	Suite 1165 , 555 Burrard Street

Victoria	Thursday, April-11	10:00 AM	Comfort Hotel and Conference Centre Victoria 3020 Blanshard Street Local: 604-899-2339
Conference Call	Friday, April-12	10:00 AM	Long Distance: 1-877-385-4099 Access code will be provided to registered participants.

To register for a meeting visit: <http://ow.ly/iQ93Z>

HEALTHCARE BENEFIT TRUST SEEKING TRUSTEE

The Health Employers Association of BC (HEABC) and the Healthcare Benefit Trust (HBT) are seeking a qualified candidate from the community social services sector to replace Carol Metz Murray, Executive Director of the Tri-City Transitions Society on the HBT Board of Trustees. The candidate selected will help ensure the trust is administered and managed responsibly.

For more information please review the letter from HEABC and HBT detailing the qualifications required and outlining the process to be considered for the vacancy.

HBT/HEABC Letter: <http://ow.ly/iQ94M>

DEPARTING STAFF

At the end of March, Alexia Jones, Legal Advocate and Manager of Aboriginal Services will be leaving CSSEA for a position at another organization. More information about her replacement should be available in my next update. In the interim, your backup consultant will be your primary contact.

Please join me in wishing Alexia all the best in her new position. If you have any questions or concerns, please contact Jessica Gregory at jgregory@cssea.bc.ca.

Sandbu, Anne MCF:EX

From: Sieben, Mark MSD:EX
Sent: Friday, March 1, 2013 3:31 PM
To: Brown, Stephen R MCF:EX
Cc: Boyd, Wes MSD:EX; Sandbu, Anne MCF:EX; Guidoriagao, Kimberley MSD:EX
Subject: FW: 178742 CSSEA Savings Plan Memo and Attachment
Attachments: 178472 Memorandum Cooperative Gains.docx; 178742 2012 COOPERATIVE GAINS SAVINGS PLAN (SAVINGS PLAN).docx

Hi Steve. Here's the cooperative gains plan accompanied by a brief memo. I've added a bit of language identifying the consolidated funding plan required by May 31st will be a challenge and will likely require discussion b/n Anne and Wes and MoF. There's two primary issues, I figure;

-
- s.13, s.17

Happy to chat further.

Could you please review , direct staff to affirm through e-sign, and return and we'll see to getting it to the savings officer and psec. They're looking for it.

Mark

From: Bachand, Robyn MSD:EX
Sent: Friday, March 1, 2013 2:05 PM
To: Sieben, Mark MSD:EX
Cc: Guidoriagao, Kimberley MSD:EX; Boyd, Wes MSD:EX; MacMillan, Karen MSD:EX; Ramsay, Launa P MSD:EX
Subject: RE: 178742 CSSEA Savings Plan Memo and Attachment

E-signature has been affixed.

Thanks,
Robyn

From: Sieben, Mark MSD:EX
Sent: Friday, March 1, 2013 1:56 PM
To: Guidoriagao, Kimberley MSD:EX
Cc: Boyd, Wes MSD:EX; MacMillan, Karen MSD:EX
Subject: FW: 178742 CSSEA Savings Plan Memo and Attachment

Ready for e-signature, Kimberley. Please note that I have slightly modified the language in the memo.

Once the e-sig is affixed, can I have it back please and I will forward to Steve Brown.

From: Guidoriagao, Kimberley MSD:EX
Sent: Friday, March 1, 2013 11:29 AM
To: Sieben, Mark MSD:EX
Cc: MacMillan, Karen MSD:EX; Boyd, Wes MSD:EX
Subject: 178742 CSSEA Savings Plan Memo and Attachment

Good morning Mark,

Please find attached the CSSEA Savings Plan Memorandum and the 2012 Cooperative Gains Savings Plan document.

For your review and approval and e-signature.

Please let me know if you need anything more from Wes or I.

Thank you
Kimberley



MEMORANDUM

Deputy Minister's Office

March 1, 2013

Doug Foster
Assistant Deputy Minister, Strategic Initiatives
Ministry of Finance
Room 109 - 617 Government Street
Victoria, BC V8W 9V1

2012 Cooperative Gains Savings Plan

Doug, please find attached the Community Social Services Sector Savings Plan entitled "2012 COOPERATIVE GAINS SAVINGS PLAN"

The Savings Plan has been developed and is endorsed by the Deputy Minister of Ministry of Social Development, and the Deputy Minister of the Ministry of Children and Family Development.

s.17, s.13

The above Ministries are seeking approval of the attached plan from the 2012 Cooperative Gains Savings Officer designate. The parties continue to be in active negotiations and may conclude an agreement shortly.

Mark Sieben
Deputy Minister
Ministry of Social Development

Stephen Brown
Deputy Minister
Ministry of Children and Family
Development



Ministry of
Social Development

MEMORANDUM

Deputy Minister's Office

Pc. Wes Boyd, ADM/EFO, Ministry of Social Development
Anne Sandbu, ADM/EFO, Ministry of Children and Family Development

Pages 307 through 314 redacted for the following reasons:

s.13, s.17

Sandbu, Anne MCF:EX

From: Corwin, Lucas A PSEC:EX
Sent: Friday, February 22, 2013 9:18 AM
To: Sieben, Mark MSD:EX; Brown, Stephen R MCF:EX; Boyd, Wes MSD:EX; Sandbu, Anne MCF:EX
Cc: Hull, Deborah PSEC:EX; s.22 'Rob Mingay (Rmingay@rmeps.ca)'
Subject: CSS Bargaining Update

Good morning,

CSSEA and the CSSBA met until late last night, culminating in the unions presenting CSSEA with a serious counter-offer. Gentil may provide an update of his own to you this morning, but from my perspective all signs are very encouraging. CSSEA anticipates the deal will come together over the weekend, which means at some point soon they will come to us for approval to table their final offer. We will not be able to give them that direction until the savings plan is approved.

They are back at the table later this morning. Fingers crossed.

Cheers,

Lucas Corwin | A/Assistant Deputy Minister, Labour Relations
PSEC Secretariat | Province of British Columbia
telephone | 250 356 6983
mobile | 250 882 6929

Sandbu, Anne MCF:EX

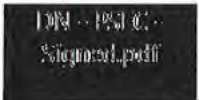
From: Sandbu, Anne MCF:EX
Sent: Tuesday, February 19, 2013 1:59 PM
To: Corwin, Lucas A PSEC:EX
Cc: Merry, Kathleen MCF:EX
Subject: FW: Time Sensitive PSEC Request: CSSEA revised Bargaining Plan Decision - SIGNED

FYI – our minister has signed off. Do you want the original sent to you?

From: Teng, Zita MCF:EX
Sent: Tuesday, February 19, 2013 1:13 PM
To: Merry, Kathleen MCF:EX; Tsukijima, Judy MCF:EX
Subject: FW: Time Sensitive PSEC Request: CSSEA revised Bargaining Plan Decision - SIGNED

Hi – FYI- Attached please find PSEC DN signed by the Minister – original is on its way via blue bag.

Zita



Thanks,
Jane

DÉCISION NOTE

PREPARED FOR: Honourable Michael de Jong, Q.C.
Minister Responsible for the *Public Sector Employers Act*

Honourable Moira Stilwell
Minister of Social Development

Honourable Stephanie Cadieux
Minister of Children and Family Development

ISSUE: Approval of REVISED bargaining plan for the Community Social Services Employers' Association and the Community Social Services Bargaining Association

SUMMARY:

In September 2012, the Ministers approved a Bargaining Plan for the Community Social Services Employers' Association (CSSEA) that provided for a three-year agreement with general wage increases of up to 0.82% over the three years funded through CSSEA's Savings Plan and net-zero trade-offs. It has not been possible for CSSEA to reach a negotiated agreement with this mandate, and it has prepared a revised Bargaining Plan. The revised Bargaining Plan is

s.13, s.17

BACKGROUND:

CSSEA is the accredited bargaining agent for the approximately 200 unionized employers in the social services sector. Unionized employees in the sector fall into three bargaining units – Aboriginal Services, Community Living Services, and General Services. Bargaining occurs between CSSEA and the Community Social Services Bargaining Association ("CSSBA"), which is an association of the eight unions operating in the sector, of which the BCGEU is the largest.

There are approximately 11,707 unionized employees in the three bargaining units, with a total payroll cost of \$447M. The total labour costs for CSSEA, including excluded employees and management, is \$591.6M which means that every 1% increase in general compensation costs is approximately \$5.92M.

CSSEA's revised Bargaining Plan sets out a plan to try to reach a negotiated deal with the three bargaining units. As most of the non-monetary aspects have already been dealt with, CSSEA anticipates that the remaining negotiations will focus mainly on compensation.

BARGAINING PLAN - KEY ELEMENTS:

The current agreements were settled under the 2010 Net Zero Mandate, and expired March 31, 2012. The key elements of the Revised Bargaining Plan for all three units are:

s.13, s.17

IMPLICATIONS:

CSSBA is seeking parity with other unions in the health sector, particularly Community Health, and CSSEA has carefully considered the recent Community Health settlement in developing its revised Bargaining Plan. CSSBA issued strike notice in mid October 2012 and rotating strikes have been occurring in the sector since then. CSSBA has agreed to halt its rotating job action and return to negotiations on February 19, 2013 and CSSEA expects that with a revised mandate, the parties should be able to reach an agreement in a short period.

FINANCIAL CONSIDERATIONS:

Prior to engaging in substantive bargaining, the revised Savings Plan for CSSEA will be confirmed as meeting the principles of the mandate. That is, the savings are real, measurable and incremental, and do not transfer costs or lower service levels to the public.

Any settlement with unionized employees in the CSSEA sector will create pressure to provide similar increases to non-unionized employees of CSSEA members as well as non-CSSEA members who are contracted by government to provide the same services as CSSEA members. The revised Savings Plan being developed by the ministries includes

s.13, s.17

s.13, s.17

CSSEA has provided detailed costing of proposals they intend to table. CSSEA will remain in close contact with government during negotiations through the PSEC Secretariat, and will not table a Final Offer until approved by the President and CEO of the PSEC Secretariat.

COMMUNICATION ISSUES:

s.13

CONFIDENTIAL

This briefing document contains confidential information that pertains to labour relations and other matters.

RECOMMENDATIONS:

s.13, s.17

APPROVED

Michael de Jong
Minister Responsible for the *Public Sector Employers Act*

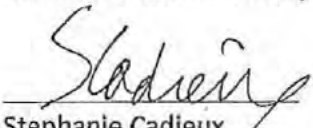
Date _____

APPROVED

Moira Stilwell
Minister of Social Development

Date _____

APPROVED


Stephanie Cadieux
Minister of Children and Family Development

Date Feb 18/13

CONFIDENTIAL

This briefing document contains confidential information that pertains to labour relations and other matters.

Prepared by: Lucas Corwin, A/ADM – Labour Relations
PSEC Secretariat
Tel: 250 356-6983

Ministry Contact: Wes Boyd, ADM, Management Services Division
Ministry of Social Development
Tel: 250 387-3159

Ministry Contact: Anne Sandbu, ADM, Finance & Corporate Services
Ministry of Children and Family Development
Tel: 250-387-1882

CONFIDENTIAL

This briefing document contains confidential information that pertains to labour relations and other matters.

Sandbu, Anne MCF:EX

From: Sandbu, Anne MCF:EX
Sent: Monday, February 18, 2013 5:07 PM
To: Boyd, Wes MSD:EX
Subject: FW: Update - bargaining

Importance: High

Follow Up Flag: Follow up
Flag Status: Flagged

info

From: Bains, Manjit S MCF:EX
Sent: Monday, February 18, 2013 5:00 PM
To: Sandbu, Anne MCF:EX
Subject: Update - bargaining
Importance: High

Hi Ann,

I was with the employers' caucus this afternoon. Peter Cameron and Gentil set the framework for this week's round of bargaining. They shared details from last Friday's meeting with the CSSBA (unions)

s.13, s.17

We are convening tomorrow morning at 9 to review the possible initial proposal that could go to the union.

Continuity of Service

Gentil and I spoke about the continuity of service. He was asking that we be prepared with answer in case bargaining goes well and it is the last thing remaining. I advised that you and I had been talking and that we are aware and are preparing. It is probable that a deal could come together quickly.

s.13, s.17

s.13, s.17

s.13, s.17

Manjit

Sandbu, Anne MCF:EX

From: Sandbu, Anne MCF:EX
Sent: Thursday, February 14, 2013 4:48 PM
To: Achampong, Bernard MCF:EX
Subject: FW: CSSEA's final plan
Attachments: 09 18 2012 bargaining status.xls; 130214 two yearFINAL (2).docx; CSSEA 14Feb2013 Bargaining Proposal 2 YR option.xlsx

info

From: Hull, Deborah PSEC:EX
Sent: Thursday, February 14, 2013 2:12 PM
To: Boyd, Wes MSD:EX; Sandbu, Anne MCF:EX
Cc: Corwin, Lucas A PSEC:EX
Subject: CSSEA's final plan

Hi Wes and Anne,

I am sharing what we have just received this from CSSEA – s.13, s.17 We have already sent the DN to our Minister and are not proposing to call the DN back as the change isn't significant.

Deb

From: Gentil Mateus [<mailto:gmateus@cssea.bc.ca>]
Sent: Thursday, February 14, 2013 12:58 PM
To: Corwin, Lucas A PSEC:EX; Hull, Deborah PSEC:EX
Cc: s.22 Eric Peraro
Subject: FW: List of Agreed to Articles from 2012 Bargaining

Lucas, Deb,
Please see below the list of agreed to items. Attached list of issues, costing sheet and updated plan as we discussed

Article	Un. Art.	Er. Art.	Comments
Recognition and Rights of Stewards	3.6	3.6	Agreed Sept 18/2012
Bulletin Board, new Union Communications	3.8	3.8	Agreed Sept 18/2012
Seniority List	12.2		Agreed May 17/2012 plus transitional letter of agreement
Pre-Layoff Canvass	13.2	13.2 (c)	Agreed Sept 18/2012

Paid Holidays	17.1		Agreed May 16/2012
Compassionate Care Leave	20.8		NEW, Agreed Apr 30/2012
Maternity Leave	21.1		Agreed Apr 30/2012
Seniority Rights on Return to Work	21.7		Agreed May 16/2012
Definition of Spouse/Dep	27.3		Agreed May 16/2012
Complaints Procedure	29.4		Agreed Apr 30/2012
Unsafe work	Info B		Agreed Mar 15/2012
Maintenance Agmt	Info C		Agreed Mar 15/2012
List of certs	Info E		Agreed May 16/2012
Contact Info	Info F		Agreed May 16/2012
Grievance Shared Fact sheet	Info G		Agreed Mar 15/2012
Bumping and Recall flow charts	Info H		Agreed Sept 18/2012
MOA #1	LOU		Agreed Sept 18/2012
RE: Local Issues	MOA # 1		Agreed Sept 18/2012
Advance pay of group life	MOA # 10		Agreed Mar 15/2012
B.U. work	MOA # 11		Agreed Mar 15/2012
H & W for Status Indians	MOA # 15		Agreed Mar 15/2012
CSS Sector committee	MOA # 16		Agreed Mar 15/2012
Prof Resp, Job Sharing, Location	MOA # 5		Agreed Mar 15/2012
Overtime for Part- time Employees	16.10		Agreed June 5/2012
New - Canada Summer Jobs Programme			Agreed Mar 13/2012
New - Essential Service Forms A and B			Agreed Mar 13/2012
New - Essential Service 2011 Designations			Agreed Mar 15/2012
Keyword Index			Agreed May 16/2012
Extended Hours Shifts - OT for reg ees	14.2(g)(3)		Agreed May 17/2012
Application of Agreement to Casuals	30.6		Agreed May 17/2012
New - Essential Service Cell Phones			Agreed May 2/2012
New - Essential Service Scheduling HQ			Agreed May 2/2012
Trial Period		24.5	Agreed Sept 18/2012

Temporary Vacancies		24.11	Agreed Sept 18/2012
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s.13, s.17

s.13, s.17

s.13, s.17

s.13, s.17

s.13, s.17

s. 13, s.17

s.13, s.17

Sandbu, Anne MCF:EX

From: Boyd, Wes MSD:EX
Sent: Tuesday, February 5, 2013 2:37 PM
To: Sandbu, Anne MCF:EX
Subject: FW: CSSEA and CSSBA

Importance: High

fyi

Wes Boyd

Assistant Deputy Minister/Executive Financial Officer
Management Services Division



Ministry of Social Development
7th Floor, 614 Humboldt St. Victoria BC V8W 9R2
Phone: 250.387.3159 Blackberry: 250-508-5791
Email: wes.boyd@gov.bc.ca

From: Goggins, Nygil FIN:EX
Sent: Tuesday, February 5, 2013 2:16 PM
To: Harrison, Kerri FIN:EX
Cc: Boyd, Wes MSD:EX
Subject: CSSEA and CSSBA
Importance: High

Info from Wes (cc'd in case I miss something):

- Community Social Services Bargaining Association (CSSBA) – Represents the social service employees
- Community Social Services Employers' Association (CSSEA) – Represents the social service employers
 - For example, CLBC contracts with AimHi, who is represented by CSSEA and AimHi's employees are represented by CSSBA.

s.13, s.17

Kerri, let me know if you need any more info.

Thanks for getting back to me quickly Wes!

Nygil

Nygil Goggins
Treasury Board Analyst
Ministry of Finance
Phone: 250-356-5927

Sandbu, Anne MCF:EX

From: Corwin, Lucas A PSEC:EX
Sent: Friday, February 1, 2013 12:03 PM
To: Sandbu, Anne MCF:EX; Boyd, Wes MSD:EX
Cc: Hull, Deborah PSEC:EX
Subject: Fw: FYI- Alanna Hendren's Letter to staff this morning

Anne, Wes - fyi.
lac.

From: Draper, Kindree PSEC:EX
Sent: Friday, February 01, 2013 12:01 PM Pacific Standard Time
To: Corwin, Lucas A PSEC:EX
Cc: Hull, Deborah PSEC:EX; Rob Mingay (Rmingay@rmmps.ca) <Rmingay@rmmps.ca>
Subject: FW: FYI- Alanna Hendren's Letter to staff this morning

Important FYI

From: Thomas Marshall [mailto:TMarshall@cssea.bc.ca]
Sent: Friday, February 1, 2013 11:55 AM
To: Gentil Mateus; s.22
Cc: Hull, Deborah PSEC:EX; Mader, Susan GCPE:EX; Whittier, Joanne GCPE:EX; Kathie Best; 'Rob Mingay'; Draper, Kindree PSEC:EX
Subject: FYI- Alanna Hendren's Letter to staff this morning

The coles notes are:

- CSSEA represents the government interests not the sectors
- Government suppresses wages to cut costs
- Thus there is no point in her trying to influence CSSEA to raise rates because government's interests trump will always trump DDA'. Wages are so uncompetitive DDA has difficulty retaining and recruiting skilled workers.
- She is powerless in this dispute and it's up to the employees to demand better funding for the community social services sector.

Not Responsive

Pages 336 through 337 redacted for the following reasons:

Not Responsive

Sandbu, Anne MCF:EX

From: Eric Peraro <eperaro@cssea.bc.ca>
Sent: Tuesday, May 14, 2013 7:44 PM
To: Sandbu, Anne MCF:EX
Cc: Gentil Mateus
Subject: RE: CSSEA INFO - Collective Agreements Implementation Guide
Attachments: Estimate for MCFD 14May2013.xlsx

Hi Anne,

My apology for the delay. Please find attached our cost estimate of the new collective agreement for 117 CSSEA agencies funded by MCFD.

s.13, s.17

s.13, s.17

I hope this is the information that you need. Let me know if you want to discuss or need additional breakdown.

Best regards

Eric

Eric Peraro | Executive Director, Research and Knowledge Management
Community Social Services Employers' Association | 800 - 555 Burrard Street, Box 232 | Vancouver, BC | V7X 1M8
Direct Line: 604.601.3104 | Toll-free: 1.800.377.3340 Ext. 118 | Fax: 604.687.7266 | eperaro@cssea.bc.ca



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From: Sandbu, Anne MCF:EX [<mailto:Anne.Sandbu@gov.bc.ca>]
Sent: 09 May, 2013 8:29 AM
To: Eric Peraro
Subject: RE: CSSEA INFO - Collective Agreements Implementation Guide

Hi, Eric – do you have the approximate costs calculated for each of these areas?

Anne Sandbu, ADM, 250-387-1882

From: Eric Peraro [<mailto:eperaro@cssea.bc.ca>]
Sent: Thursday, April 25, 2013 8:06 PM
To: Hunter, Richard CLBC:EX; Boyd, Wes MSD:EX; Guidoriagao, Kimberley MSD:EX; 'danmaxwell@bchousing.org'; 'agnesross@bchousing.org'; Strome, Ron BCHM:IN; Hoefer, Catherine HLTH:EX; Niessen, Elizabeth JAG:EX; Andrade, Ana JAG:EX; Semcesen, Mila JAG:EX; Stephenson, Ida HLTH:EX; Faganello, Tara JAG:EX; Merry, Kathleen MCF:EX; Sandbu, Anne MCF:EX; Corwin, Lucas A PSEC:EX; Hemingway, Joyce CLBC:EX
Cc: Gentil Mateus
Subject: CSSEA INFO - Collective Agreements Implementation Guide

Hi,

Please find attached the implementation guide for the new Community Living Services (CLS) and General Services (GS) collective agreements.

- 1. Quick Reference Guide
- 2. 2012-2014 Wage Grid for CLS and GS
- 3. Continuous Service Date Information

COLLECTIVE AGREEMENTS IMPLEMENTATION

For your information below is a list of the major changes to the Community Living Services and General Services agreements to assist in implementation.

Unless otherwise specified, the terms and conditions of the Community Living Services and General Services agreements are effective April 22, 2013.

Change	Effective Date
General wage increase for all employees on the JJEP Wage Grid of 1.5% for all steps.	
An additional 1% for Step 1.	Retroactive to April 1, 2013
See updated Wage Grid pre LMA PDF attached or online in members section.	
Transportation allowance increases to \$0.45.	Retroactive to April 1, 2013
Meal Allowances increase to:	
Breakfast \$10.00	Retroactive to April 1, 2013
Lunch \$12.25	
Dinner \$21.25	
Coverage for hearing aids increases to \$1,000 per adult every 48 months and \$1,000 per child every 24 months.	
Benefit providers will be in contact with members about the effect to premiums caused by this change.	Retroactive to April 1, 2013
Straight-time pay in lieu of scheduled vacations and paid holidays for casual employees decreases to 9.8%.	Retroactive to April 1, 2013
The 9.8% is broken down to 6% for scheduled vacation and 3.8% for paid holidays.	
Elimination of statutory holidays as a superior provision.	Retroactive to April 1, 2013
Provide the union with an up-to-date seniority list as per Article 12.2 – Seniority List including employee’s name, seniority, current classification, rate of pay, status per Article 2.1 – Employees and continuous service date.	July 2013
See Continuous Service Date PDF available online in members section regarding the difference between seniority, continuous service date, and hire date.	
Deadline to complete local issues bargaining for 2012 bargaining. CSSBA and CSSEA are still discussing the process and timing of negotiations. CSSEA will advise once the details have been finalized.	July 22, 2013
Deadline to submit notice to negotiate local issues for 2014 bargaining.	Sept. 30, 2013
General wage increase for all employees on the JJEP Wage Grid of 1.5% for all steps.	Jan. 1, 2014
Provide the union with an up-to-date seniority list as per Article 12.2 – Seniority List including employee’s name, seniority, current classification, rate of pay, status per Article 2.1 – Employees and continuous service date.	Jan. 2014
See Continuous Service Date PDF available online in members section regarding the difference between seniority, continuous service date, and hire date.	
Deadline to complete local issues bargaining for 2014 bargaining.	Mar. 31, 2014

E&OE

Please email me any question or if you need any additional information.

Thank you and best regards

Eric Peraro | Executive Director, Research and Knowledge Management

Community Social Services Employers' Association | 800 - 555 Burrard Street, Box 232 | Vancouver, BC | V7X 1M8
Direct Line: 604.601.3104 | Toll-free: 1.800.377.3340 Ext. 118 | Fax: 604.687.7266 | eperaro@cssea.bc.ca



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Pages 342 through 345 redacted for the following reasons:

s.13, s.17

Sandbu, Anne MCF:EX

From: Corwin, Lucas A PSEC:EX
Sent: Wednesday, February 6, 2013 2:28 PM
To: Boyd, Wes MSD:EX; Sandbu, Anne MCF:EX
Cc: Hull, Deborah PSEC:EX
Subject: CSSEA 2013 Bargaining Proposal 2 year option
Attachments: 2013 Jan 31 Bargaining_proposal 2 year option.pdf; 31Jan 2013 Bargaining Proposal 2 year option.pdf; 31Jan 2013 Bargaining Proposal 2 year option.xlsx

s.13, s.17

Lucas Corwin | A/Assistant Deputy Minister, Labour Relations
PSEC Secretariat | Province of British Columbia
telephone | 250 356 6983
mobile | 250 882 6929

Page 347 redacted for the following reason:

s.13, s.17

Sandbu, Anne MCF:EX

From: Minnings, Anne C MCF:EX
Sent: Friday, March 22, 2013 8:38 AM
To: Sandbu, Anne MCF:EX; Jones, Kathy G MCF:EX
Subject: FW: MCFD follow up on out year budget
Attachments: MCFD action plan CFO-TBS march 2013.xlsx

Importance: High

fyi

Anne Minnings
Executive Director and CFO
Office: 250-356-2954 Cell: 250-514-9623

From: Minnings, Anne C MCF:EX
Sent: Friday, March 22, 2013 8:30 AM
To: Thomson, Craig S FIN:EX; kerri.harrison@gov.bc.ca
Subject: MCFD follow up on out year budget
Importance: High

Kerri, Craig, I'm following up on our DM's memo of February 25. s.13, s.17

s.13, s.17

Regards,

Anne Minnings
Executive Director, Financial Services
CFO for Ministry of Children and Family Development
Phone: 250-356-2954 | Cell: 250-514-9623

Page 349 redacted for the following reason:

s.13, s.17

Merry, Kathleen MCF:EX

From: Eric Peraro [eperaro@cssea.bc.ca]
Sent: Wednesday, June 12, 2013 7:24 PM
To: Samson, Delmer MCF:EX
Subject: RE: Estimate for MCFD 14May2013.xlsx

Hi Delmer,

s.13, s.17

I hope this helps. Let me know if you need any other information.

Best regards

Eric

Eric Peraro | Executive Director, Research and Knowledge Management

Community Social Services Employers' Association | 800 - 555 Burrard Street, Box 232 | Vancouver, BC | V7X 1M8
Direct Line: 604.601.3104 | Toll-free: 1.800.377.3340 Ext. 118 | Fax: 604.687.7266 | eperaro@cssea.bc.ca



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From: Samson, Delmer MCF:EX [<mailto:Delmer.Samson@gov.bc.ca>]
Sent: 11 June, 2013 9:47 AM
To: Eric Peraro
Subject: Estimate for MCFD 14May2013.xlsx

Good morning Eric,

s.13, s.17

Appreciate your help.

Regards,

Delmer

Merry, Kathleen MCF:EX

From: Eric Peraro [eperaro@cssea.bc.ca]
Sent: Monday, June 10, 2013 4:11 PM
To: Samson, Delmer MCF:EX
Cc: Gentil Mateus
Subject: Estimate for MCFD 14May2013.xlsx
Attachments: Estimate for MCFD 14May2013.xlsx

Hi Delmer,

As discussed this morning, please find attached the list of agencies funded by MCFD as reported in public accounts ending March 31, 2012. Please double check to make sure that all CSSEA agencies funded MCFD are included. Attached also is our estimate of MCFD share of the new collective agreement cost and some relevant statistics.

Please let me know if you have any question and/or clarification.

Welcome back and looking forward to working with you.

Best regards

Eric

Eric Peraro | Executive Director, Research and Knowledge Management

Community Social Services Employers' Association | 800 - 555 Burrard Street, Box 232 | Vancouver, BC | V7X 1M8
Direct Line: 604.601.3104 | Toll-free: 1.800.377.3340 Ext. 118 | Fax: 604.687.7266 | eperaro@cssea.bc.ca



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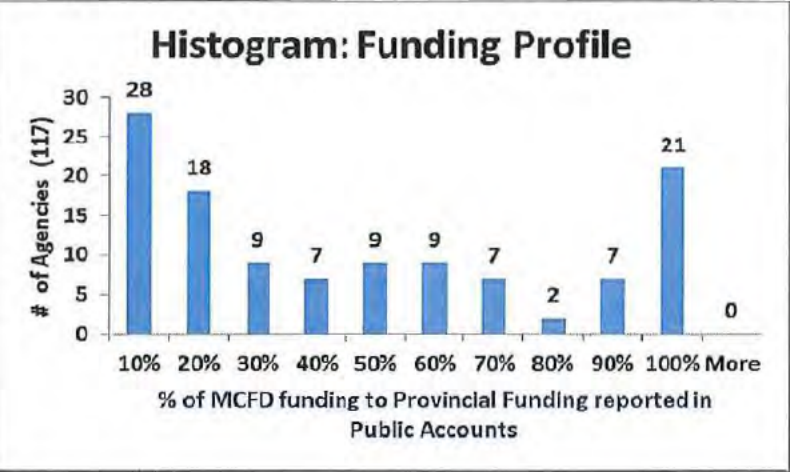
CSSEA MCFD Agency Profile

of CSSEA Agencies funded by MCFD as per Public Accounts
MCFD Contract Amount
Total Provincial Funding reported in Public Accounts for 117 CSSEA Agencies funded by MCFD
CSSEA Service Division Total Provincial Funding reported in Public Accounts
MCFD Contract Amount as a % of Total Provincial Funding for 117 CSSEA Agencies
MCFD Contract Amount as a % of CSSEA Service DivisionTotal Provincial Funding

Aboriginal Services	Community Living Services	General Services	Total
6	45	66	117
\$ 37,640,250	\$ 58,955,222	\$ 92,827,567	\$ 189,423,039
\$ 37,640,250	\$ 359,004,460	\$ 191,233,450	\$ 587,878,160
\$ 37,640,250	\$ 495,157,917	\$ 234,670,384	\$ 767,468,551
100.0%	16.4%	48.5%	32.2%
100.0%	11.9%	39.6%	24.7%

Note: Funding information from public accounts based on matching agency name. Verification with some funding ministries on-going.

Funding profile of CSSEA 117 agencies after comparing MCFD provided funding amount vs. those reported in public accounts.



Other Information	
Bargaining Unit FTE	5,787.9
Non-Union FTE	853.9
Management & Excluded FTE	992.9
Total FTEs	7,634.7
# of Bargaining Unit Employees	8,690
# of Non-Union Employees	1,350
# of Management & Excluded Employees	1,076
Total Employees	11,116

Page 354 redacted for the following reason:

s.13, s.17

MCFD FUNDED CSSEA AGENCIES

	Agency Name	Division	Ministry of Children and Family Development	Total Provincial Funding in Public Accounts ¹	% of MCFD Funding to Total Provincial Funding
1	Abbotsford Community Services	GS	\$ 3,605,482	\$8,914,739	40.4%
2	Access Human Resources Inc.	CLS	\$ 204,472	\$1,402,525	14.6%
3	AiMHi - Prince George Association for Community Living	CLS	\$ 1,724,629	\$17,162,169	10.0%
4	Aldergrove Neighbourhood Services Society	GS	\$ 655,110	\$685,110	95.6%
5	Arcus Community Resources Ltd.	CLS	\$ 2,976,519	\$11,574,727	25.7%
6	AXIS Family Resources Ltd.	CLS	\$ 11,806,827	\$15,476,555	76.3%
7	Becon Support Services Ltd.	CLS	\$ 581,609	\$6,356,307	9.2%
8	Bethesda Christian Association	CLS	\$ 761,948	\$13,740,092	5.5%
9	Burnaby Association for Community Inclusion	CLS	\$ 839,425	\$16,836,507	5.0%
10	Campbell River and District Association for Community Living	CLS	\$ 1,699,199	\$6,303,106	27.0%
11	Campbell River Family Services Society	GS	\$ 1,033,037	\$1,278,205	80.8%
12	Canadian Mental Health Association for the Kootenays	GS	\$ 197,326	\$2,659,161	7.4%
13	The Castlegar and District Community Services Society	GS	\$ 217,154	\$516,250	42.1%
14	Centaine Support Services Inc.	CLS	\$ 615,363	\$4,135,605	14.9%
15	Central Okanagan Child Development Association	GS	\$ 3,390,109	\$3,511,337	96.5%
16	Child Abuse Prevention and Counselling Society of Greater Victoria	GS	\$ 498,061	\$735,223	67.7%
17	Chilliwack Community Services	GS	\$ 1,769,791	\$2,772,314	63.8%
18	Chilliwack Society for Community Living	CLS	\$ 774,976	\$10,620,623	7.3%
19	Clements Centre Society	CLS	\$ 1,342,700	\$4,218,862	31.8%
20	Coastal Mountain Child and Youth Services	GS	\$ 452,254	\$452,254	100.0%
21	Communitas Supportive Care Society	CLS	\$ 284,734	\$18,231,131	1.6%
22	Community Connections (Revelstoke) Society	GS	\$ 616,143	\$2,422,806	25.4%
23	Community Connections Society of Southeast BC	GS	\$ 1,660,153	\$1,954,347	84.9%
24	Community Ventures Society	CLS	\$ 1,140,779	\$4,110,498	27.8%
25	Connexus Family & Children Services Ltd.	GS	\$ 2,165,072	\$2,165,072	100.0%
26	Creston and District Society for Community Living	CLS	\$ 628,494	\$3,298,990	19.1%
27	Dawson Creek Aboriginal Family Resources Society	GS	\$ 1,365,567	\$1,365,567	100.0%
28	Dawson Creek Society for Community Living	CLS	\$ 48,252	\$4,071,706	1.2%
29	Deltassist Family and Community Services Society	GS	\$ 918,053	\$1,713,467	53.6%
30	Developmental Disabilities Association of Vancouver-Richmond	CLS	\$ 2,333,067	\$16,283,769	14.3%
31	DIVERSEcity Community Resources Society	GS	\$ 359,784	\$4,917,199	7.3%
32	Family Resource Centre of Invermere	GS	\$ 210,300	\$482,863	43.6%
33	Family Services of Greater Vancouver	GS	\$ 10,581,738	\$16,673,654	63.5%
34	Golden Family Center Society	GS	\$ 360,884	\$618,673	58.3%

35	H.O.M.E.S.: Healthy Opportunities for Meaningful Experience Society	CLS	\$	27,385	\$9,615,597	0.3%
36	Haida Child and Family Services Society	AS	\$	635,880	\$635,880	100.0%
37	Haven Society: Promoting the Safety of Women, Children, Youth and	GS	\$	79,197	\$673,650	11.8%
38	Hope Community Services	GS	\$	553,243	\$559,985	98.8%
39	Howe Sound Rehabilitation Services Society	CLS	\$	2,200,096	\$6,992,685	31.5%
40	Integra Support Services Ltd.	CLS	\$	332,669	\$5,320,218	6.3%
41	Inter-Cultural Association of Greater Victoria	GS	\$	24,315	\$4,012,788	0.6%
42	Interior Community Services	GS	\$	4,346,913	\$6,888,895	63.1%
43	Island Métis Family & Community Services Society	AS	\$	667,561	\$667,561	100.0%
44	Kamloops Infant Development Society	GS	\$	303,290	\$303,290	100.0%
45	Kelowna and District Society for Community Living	CLS	\$	16,951	\$2,159,907	0.8%
46	Kootenay Family Place	GS	\$	1,439,003	\$1,733,253	83.0%
47	Kootenay Kids Society	GS	\$	633,984	\$760,050	83.4%
48	Kootenay Society for Community Living	CLS	\$	130,901	\$3,913,610	3.3%
49	Ksan House Society	GS	\$	16,000	\$420,524	3.8%
50	La Société de les Enfants Michif (Métis Family Services)	AS	\$	3,637,216	\$3,637,216	100.0%
51	Langley Association for Community Living	CLS	\$	4,023	\$10,286,090	0.0%
52	Langley Children's Society	GS	\$	1,817,117	\$1,897,862	95.7%
53	Langley Community Services Society	GS	\$	1,061,726	\$2,204,034	48.2%
54	Lii Michif Otipemisiwak Family & Community Services Society	AS	\$	619,557	\$619,557	100.0%
55	Malaspina Community Resource Services Ltd.	CLS	\$	55,340	\$645,351	8.6%
56	Maple Ridge/Pitt Meadows Community Services	GS	\$	1,387,964	\$2,545,066	54.5%
57	Merritt Youth & Family Resources Society	GS	\$	701,540	\$764,938	91.7%
58	Mission Association for Community Living	CLS	\$	858,342	\$7,098,494	12.1%
59	Mission Community Services Society	GS	\$	1,471,122	\$3,254,391	45.2%
60	Nechako Valley Community Services Society	GS	\$	870,531	\$2,015,915	43.2%
61	Nelson CARES Society	CLS	\$	400	\$3,048,044	0.0%
62	The Nelson Community Services Centre	GS	\$	557,321	\$1,000,024	55.7%
63	North Coast Transition Society	GS	\$	80,160	\$994,891	8.1%
64	North Okanagan Youth and Family Services Society	GS	\$	2,301,849	\$2,470,699	93.2%
65	North Peace Community Resources Society	GS	\$	706,670	\$1,357,955	52.0%
66	North Shore ConneXions Society	CLS	\$	322,168	\$7,927,872	4.1%
67	North Shore Crisis Services Society	GS	\$	174,928	\$1,168,664	15.0%
68	North Shore Disability Resource Centre Association	GS	\$	1,625,032	\$6,144,150	26.4%
69	Northwest Inter-Nation Family and Community Services Society	AS	\$	1,459,528	\$1,459,528	100.0%
70	Okanagan Boys & Girls Clubs	GS	\$	2,451,638	\$2,929,013	83.7%
71	OPTIONS Community Services Society	GS	\$	5,408,172	\$17,016,438	31.8%
72	Pacific Centre Family Services Association	GS	\$	522,089	\$1,035,914	50.4%
73	Pacific Child and Family Enrichment Society	GS	\$	667,689	\$667,689	100.0%

74	Pacific Coast Community Resources Inc.	CLS	\$	162,549	\$11,609,010	1.4%
75	Penticton and District Community Resources Society	CLS	\$	2,020,413	\$3,991,808	50.6%
76	Penticton & District Society for Community Living	CLS	\$	286,182	\$4,198,430	6.8%
77	Phoenix Human Services Association	CLS	\$	2,110,913	\$3,522,766	59.9%
78	PLEA Community Services Society of British Columbia	GS	\$	7,698,804	\$12,455,241	61.8%
79	Port Alberni Association for Community Living	CLS	\$	578,074	\$3,856,869	15.0%
80	Port Alberni Family Guidance Association	GS	\$	282,562	\$345,322	81.8%
81	posAbilities Association of British Columbia	CLS	\$	2,080,766	\$25,258,441	8.2%
82	Powell River Association for Community Living	CLS	\$	1,231,523	\$6,699,125	18.4%
83	Prima Enterprises Ltd.	CLS	\$	1,153,836	\$4,649,687	24.8%
84	Prince George and District Elizabeth Fry Society	GS	\$	318,431	\$2,099,378	15.2%
85	Prince George Receiving Home Society	GS	\$	686,352	\$686,352	100.0%
86	Prince Rupert Community Enrichment Society	GS	\$	817,866	\$979,022	83.5%
87	Progressive Inter-Cultural Community Services Society	GS	\$	512,866	\$4,146,373	12.4%
88	Richmond Society for Community Living	CLS	\$	2,875,886	\$8,560,335	33.6%
89	Robson Valley Support Society	GS	\$	376,875	\$790,770	47.7%
90	Salt Spring and Southern Gulf Islands Community Services Society	GS	\$	454,772	\$945,853	48.1%
91	Sea to Sky Community Services Society	GS	\$	2,275,272	\$4,359,937	52.2%
92	Semiahmoo House Society	CLS	\$	63,426	\$9,324,691	0.7%
93	SHARE Family and Community Services Society	GS	\$	2,216,974	\$3,510,964	63.1%
94	Shuswap Association for Community Living	CLS	\$	86,220	\$1,452,630	5.9%
95	Sources Community Resources Society	GS	\$	3,919,242	\$10,840,048	36.2%
96	South Peace Community Resources Society	GS	\$	700,985	\$2,162,622	32.4%
97	Sunshine Coast Association for Community Living	CLS	\$	103,513	\$2,070,711	5.0%
98	Sunshine Coast Community Services Society	GS	\$	1,934,493	\$3,055,232	63.3%
99	Surrey Association for Community Living	CLS	\$	692,669	\$4,184,520	16.6%
100	Terrace and District Community Services Society	CLS	\$	1,843,832	\$6,394,993	28.8%
101	The Cridge Centre for the Family	GS	\$	339,074	\$2,760,912	12.3%
102	The Elizabeth Fry Society of Greater Vancouver	GS	\$	716,751	\$4,620,663	15.5%
103	The John Howard Society of North Island	GS	\$	2,911,928	\$3,044,013	95.7%
104	The Ridge Meadows Association for Community Living	CLS	\$	3,113,781	\$11,428,040	27.2%
105	The Simon Fraser Society for Community Living	CLS	\$	5,463,107	\$11,743,125	46.5%
106	The Trail Family and Individual Resource Centre Society	GS	\$	432,824	\$1,119,438	38.7%
107	Touchstone Family Association	GS	\$	2,540,354	\$2,752,854	92.3%
108	Trail Association for Community Living	CLS	\$	141,095	\$2,212,234	6.4%
109	Vancouver Aboriginal Child and Family Services Society	AS	\$	30,620,508	\$30,620,508	100.0%
110	Vernon Women's Transition House Society	GS	\$	176,671	\$1,236,369	14.3%
111	Victoria Association for Community Living dba Community Living Vict	CLS	\$	421,419	\$10,197,512	4.1%
112	Victoria Women's Transition House Society	GS	\$	30,855	\$625,860	4.9%

113	W.J. Stelmaschuk and Associates Ltd.	GS	\$ 2,650,041	\$9,577,119	27.7%
114	Westcoast Child Care Resource Centre	GS	\$ 546,157	\$704,592	77.5%
115	Westcoast Community Resources Society	GS	\$ 143,014	\$811,307	17.6%
116	Westcoast Family Centres Society	GS	\$ 886,893	\$944,889	93.9%
117	Western Human Resource Corp.	CLS	\$ 2,814,750	\$16,818,494	16.7%

Total			\$ 189,423,039	\$587,878,160	32.2%
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Total Provincial Funding for ALL CSSEA Agencies reported in Public Accounts ending March 31, 2012			\$ 767,468,551	24.7%
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Notes

¹ - Provincial funding include reports from CLBC, MSD, MCFD, Justice, Jobs, MOH, five health authorities and BC Housing

Funding data collected based on matching agency names. Information collected may not be complete.

Cooperative Gains Savings Initiatives

Consolidated Funding Plan

Prepared by:

Ministry of Children and Family Development

Ministry of Justice

Ministry of Jobs, Tourism and Job Training

Ministry of Social Development and Social Innovation

BC Housing

June 28, 2013

Review and Endorsement

Endorser	Date
Sheila Taylor Deputy Minister Ministry of Social Development and Social Innovation	June 27, 2013
Mark Sieben Deputy Minister Ministry of Children and Family Development	June 27, 2013
Dave Byng Deputy Minister Jobs, Tourism and Skills Training	June 27, 2013
Lori Wanamaker, FCA Deputy Minister and Deputy Solicitor General Ministry of Justice	June 27, 2013
Lynda Tarras Head of Public Service Agency	June 27, 2013

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Executive Summary

The government contract funding partners, working collaboratively with the community social services sector service provider employers, will achieve savings within their existing budgets to cover the negotiated compensation. s.17

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s.17 The funding partners in this initiative include the Ministries of Social Development and Social Innovation; Children and Family Development; Justice; Jobs, Tourism and Skills Training and BC Housing.

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1. Issue

The Cooperative Gains Mandate enables public sector contracted employers to negotiate modest wage increases through productivity gains or through savings within the existing budgets and corporate savings identified by funding agencies within their own budgets. s.17

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While the formal negotiations were between CSSEA and CSSBA, based on historical practices it is anticipated that these increases will extend to the non-unionized employer organizations and their workers. The government funding partners have agreed to treat the unionized and non-unionized employer organizations in a consistent manner in addressing the salary increases across all of the organizations. Historically these increases have been extended to excluded management staff;

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¹ CSSEA is the accredited bargaining agent for the approximately 200 employers in the social services sector. Unionized employees in the sector fall into three bargaining units – Aboriginal Services, Community Living Services, and General Services. Bargaining occurs between CSSEA and the Community Social Services Bargaining Sector (CSSBA), which is an association of the eight unions operating in the sector, of which BCGEU is the largest. CSSEA represents the portion of the unionized sector where service delivery agencies receive more than \$250,000 in funding from the Province.

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With the exception of some non-unionized organizations, these increases have already taken effect

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s.17 A coordinated sector-wide approach is required to address the funding pressures arising as a result of the collective bargaining to help ensure consistency, equity and transparency.

2. Background

The community social services sector can be divided into three sub sectors: Aboriginal Services, Community Living Services and General Services funded by the Ministries of Social Development and Social Innovation (SDSI); Children and Family Development (MCFD); Justice (JAG); Jobs, Tourism and Skills Training (JTST) and BC Housing. In many cases, the funding is provided through multiple contracts and multiple funding ministries and/or funding agencies such as Community Living BC and BC Housing. There are a number of social service providers who receive funding from the above ministries who employ HEABC employees.

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The community social services sector provides employee compensation that is almost 10% lower than its comparator sector, Health.² Social service vacancies are often filled by people who quickly move on to better paid positions in the other sectors. Between 10% and 20% of social sector employers report difficulties hiring.³ The WorkSafe BC injury rate for the social services sector is much higher than the British Columbia average. Common injuries in the sector are overexertion, acts of violence and falls on the same level. Falls on the same level, which include slips and falls, are unique to the social services and health sectors. Low wages as well as the physical and stressful nature of many of the jobs in this sector cause losses due to Short Term Illness and Injury Plan (STIIP) or high turnover to other sectors. Vacancies that arise often take over 3 months to fill, resulting in productivity loss.⁴ These losses, along with an aging workforce and an expected increase in demand for social services, places pressure on the workforce and the ability to provide quality service to clients. Quality service provision in this sector is dependent on the individuals delivering the services as it requires a high amount of human interaction and cannot be replaced by technology.

The sector's employees (union and non-union) were provided the opportunity to enroll in the Municipal Pension Plan (MPP) effective July 2011. As a result, the sector received almost \$20 million in additional annualized funding for these employee benefits.

Examples of existing cost pressures related to labour costs can be categorized as follows:

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² Bargaining and Savings Plan, Page 5

³ Bargaining and Savings Plan, Page 11

⁴ Bargaining and Savings Plan, Page 11

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4. Environment Overview

The provincial government values the work of the community social services sector and recognizes the contributions these workers and their organizations make to their communities and the people they serve. The wide range of services this sector provides include support and protection services for children and youth in need, counselling and outreach for victims of abuse, employment services and residential services for people with developmental disabilities. The service providers are comprised of both not-for-profit and profit organizations of varying sizes.

⁵ Bargaining and Savings Plan, Page 5

The contracted service providers' capacity to accommodate the compensation increases independently will need to be confirmed by working collaboratively with the various organizations. Based on funding and cost pressures during the past five years, as well as interactions with the service providers and experience with the sector, s.17

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The majority of contracts funded by the four ministries are low dollar, with MCFD managing over 9,000 contracts valued at less than \$100K.

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4.1 Ministry of Children and Family Development

The Ministry of Children and Family Development provides a range of programs and services to British Columbian children, youth and families in need. The Ministry has six core business areas: Early Years, Children and Youth with Special Needs, Child and Youth Mental Health, Child Safety,

Family, Youth and Children in Care, Adoption and Youth Justice. The Ministry's services are delivered through MCFD delivery (including direct client services), Delegated Aboriginal Agencies and Community Agencies.

MCFD provides services through more than 10,000 contracts with over 6,000 service providers at a value of approximately \$700 M per annum. The majority of contracts are Transfers Under Agreement from which no specific wage or cost increase information is obtainable – MCFD is approximating 80% of its agencies total contract values to estimate its sector negotiated increase cost pressures.

The terms of the ministry's contracts vary from short term (one year or less) to longer multi-year contracts (2 – 5 years). In the last few years, most of the ministry's contracts have been negotiated or re-negotiated to one year terms as the ministry transitions its procurement and contract management practice and processes. It is anticipated that multi-year contracts (up to 5 years) will be in place after 2013/14, for applicable contracts. Contract renewals currently occur in April and October.

4.2 Ministry of Social Development and Social Innovation

The approximately 1,300 community sector contracts are administered through Community Living BC (CLBC). Over 80% of these contracts are valued at less than \$250,000 each. These contracts, which provide staffed residential resources, supported living services and non-residential services, have two-year maximum terms.

CLBC has implemented a contracting structure that defines the service level (deliverable) of each program and a standardized cost of that program through the application of a set of agreed upon rates for various cost factors. The service deliverables and costs are captured for each program in Funding Guide Templates (FGTs). As a result, service levels, measured in hours of service, are measured annually and any under-delivery results in a recovery to CLBC. Rates are very specific and standardized in the funding guidelines: For example, funding is provided at the step level of 3.75, vacation/training days set, supervision at 1:8, with administration costs set at maximum of 10% of contract value.

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CLBC implemented this framework as it went through program and service re-design over the last 3 years. It was a significant enabler in generating ongoing contract/program savings in excess of \$60 million over that time. The service redesign initiatives allowed CLBC to provide new services to its growing caseload during years of limited funding.

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Non-CSSEA agencies are paid based on their actual costs.

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The Ministry implemented a consolidated approach to providing employment programs, the Employment Programs of BC (EPBC) on April 2, 2012. Through 73 contracts the Ministry manages these services utilizing provincial funding for administration and federal funding for the delivery of services.

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s.16, s.17

4.3 Ministry of Justice

Most of the Ministry's 400+ contracts are for amounts less than \$250,000 each and cover the provision of services to victims of crime as well as offender-focused programming. This portion of the community services sector currently uses significant volunteer capacity to augment base funding from the government.

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4.4 Ministry of Jobs, Tourism and Skills Training

Through approximately 200 contracts per program area, the Ministry's contracted service providers deliver services associated with the immigration and labour market programs. Approximately 90% of the applicable contracts are for less than \$2M each. These programs are funded through federal agreements for specific services.

The Immigration Agreement and Labour Market Agreement will end on March 31, 2014. Going forward, immigration services will be delivered through federally administered contracts and negotiations are beginning with the federal government with respect to the labour market supports.

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4.5 BC Housing

BC Housing has a strong working relationship with its contracted service providers and receives annual audited financial statements from each service provider. BC Housing will proactively work with their service providers to identify opportunities for savings.

Pages 368 through 372 redacted for the following reasons:

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6. Alternative Funding

While the financial impact of compensation awards for the Community Social Services service providers and the funding ministries will begin in 2013/14, it will take time to fully implement the Savings Plan strategies so as to achieve enough savings to fully offset the incremental costs of compensation awards.

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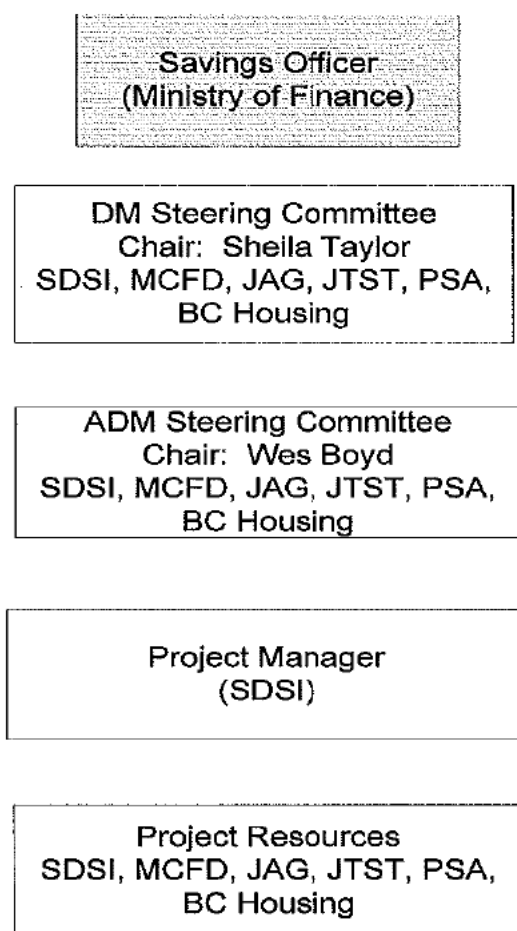
7. Governance Structure and Resources

The purpose of the governance structure is to provide collaborative and coordinated oversight for the delivery of cooperative gains savings initiatives across the government partner organizations.

There are two steering committees within the structure, with the Deputy Ministers Steering Committee reporting progress to the Savings Officer, Ministry of Finance quarterly beginning in September, 2013. The function of the Deputy Ministers Steering Committee is to provide executive level oversight for the successful achievement of the Cooperative Gains Savings Initiatives by providing strategic direction and reviewing and resolving issues that have cross-government implications. The function of the Assistant Deputy Ministers Steering Committee is to ensure achievement of the savings by creating and endorsing the initiatives, committing resources to achieve the savings, monitoring the results and making adjustments to the strategies as needed.

Included in the structure is the Corporate Lean Project Office, Public Service Agency, to leverage experience and expertise to help ensure that efforts to develop a Lean culture across the community services sector are successful.

The following chart depicts the governance structure.



A complete description of the governance structure is included as Appendix 4.

8. Critical Success Factors

To achieve success, the most critical factor will be to ensure stakeholders, including CSSEA, CSSBA and non-unionized service provider organizations are engaged in the savings initiatives.

Also vital to ensure success is the provision of clear coordinated communication between the ministries, BC Housing and Community Living BC regarding the needed outcomes of the funding initiatives, why the strategies are being pursued and that client focus and service provision are of the first and foremost concern. Concerns raised by the sector are anticipated, and it will be essential to provide factual information quickly.

The funding agencies will need to work together to ensure a coordinated approach and consistent information. To that end, communications will be coordinated through SDSI and shared with the group. The group will work closely with Government Communications and Public Engagement to ensure consistency and avoid confusion amongst the employer organizations and stakeholders even

though there will be different approaches implemented in fiscal 2013/14 to address the immediate cost pressures. It will be key that contract managers within government funding organizations also communicate under a consistent corporate approach. Details with respect to the communications can be found in Appendix 1.

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11. High Level Work Plan/Critical Path

The following chart highlights the key activities which need to be completed by specific dates in order for the savings initiatives to address the compensation pressures.

Date	Activity
June 2013	<ul style="list-style-type: none"> • Create Stakeholder Engagement Plan (including a Communications Plan and Ministry guidelines for applying the strategies to ensure consistency) • Engagement with the sector to date: <ul style="list-style-type: none"> ○ BCGEU – introductory meeting May ○ CSSBA letter to CSSEA – May 28 ○ CSSEA Board Meeting – June 3 ○ MCFD letter to The Federation of Community Social Services of BC - June 5 ○ CEO Network Meeting – June 6 ○ The Federation of Community Social Services of BC AGM - June 13/14
July	<ul style="list-style-type: none"> • Begin communications with service provider representative organizations (e.g. CSSEA, CSSBA, CEO Network and Federation of Community Social Services of BC) with respect to the need to adhere to the cooperative gains mandate, the need to explore opportunities and the need to maintain services – explore how this can be accomplished collaboratively and solicit input • Create a roundtable of CSSEA and non-CSSEA agencies • Meet with community organizations (e.g. Inclusion BC) to reinforce that individual and family services will not be cut to meet the Cooperative Gains Mandate <p style="text-align: center;">s.17</p> <ul style="list-style-type: none"> • Establish reporting requirements on savings • Meet with affected government senior management and engage field staff to get their input into the approach and better understand capacity <p style="text-align: center;">s.17</p>
Aug	<ul style="list-style-type: none"> • Confirm committed self-management agencies • Create an inventory of all of the contracts • Review the contracts for overlaps and multiple ministry support <p style="text-align: center;">s.17</p>

Sept	<ul style="list-style-type: none"> • Confirm Savings Strategy applicable to each agency • Confirm ministries' funding support commitments 	s.17
	<ul style="list-style-type: none"> • Report in to the Savings Officer (September 30, 2013) 	
Oct	plan, highlighting savings/supports and commitment dates)	a mini project
Dec	<ul style="list-style-type: none"> • Complete assessment focused on finding efficiencies by addressing the number, configuration and structure of the contracts and delivery approach • Report in to the Savings Officer (December 30, 2013 or as requested by the Ministry of Finance) 	

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Reporting to the Ministry of Finance, Treasury Board Staff

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Appendix 1.

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Pages 379 through 381 redacted for the following reasons:

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Appendix 2. Community Services Sector Contract Summary by Ministry

Ministry of Children and Family Development

Topic	Description
<p>The Ministry of Children and Family Development provides a range of programs and services to British Columbian children, youth and families in need. The Ministry has six core business areas: <i>Early Years, Children and Youth with Special Needs (CYSN), Child and Youth Mental Health (CYMH), Child Safety, Family, Youth and Children in Care, Adoption and Youth Justice</i>. The Ministry's services are delivered through MCFD delivery (including direct client services), Delegated Aboriginal Agencies and Community Agencies.</p>	
Description of the Contracts	<p>MCFD contracts out over 50% of its programs and services (close to \$700M of its annual budget). These are payments under contracts or agreements where the province has significant control over how the transfer is spent.</p> <p>MCFD contracts for a range of services including Early Years services, CYSN services, CYMH services, Child Safety, Family Support, Youth and Children in Care services, Adoption services and Youth Justice services. Child Safety, Family support and Children in Care services make up the highest percentage of MCFD's contract expenditures.</p> <p>The ministry uses the program logic methodology that articulates specific inputs, outputs and outcomes to be achieved per program area (i.e. early years, CYSN, CYMH, child safety, adoptions and youth justice) for its contracts through a catalogue of ministry services (for non-residential services) and inventory (for residential services).</p> <p>MCFD serves over 155,000 children and their families, which includes children in care and those receiving youth services, children and youth with mental health and addictions; and children receiving subsidy. This number does not include the significant number of children that may be in receipt of community based services⁶.</p>
Terms of the Contracts	<p>The terms of the contracts are varied – from short term (one year or less) to longer term – multi-year contracts (2 – 5 years). In the last few years, most of the ministry's contracts have been negotiated or re-negotiated to one year terms as the ministry transitions its procurement and contract management practice and processes. It is anticipated that, multi-year contracts (up to 5 years) would be in place after 2013/14 for applicable contracts. Contract renewals currently occur in April and October.</p>
Funding Source	Provincial

⁶ The scope of the BC population who may be able to access MCFD funded community based services. Actual population in scope for each service line but early years and youth justice is 0 – 18 population, 902,000 (2012). For the early years it is the 0 – 12 population, 593,000 and for youth justice it is the 12 – 18 population, 350,000.

	Size	# of CSSEA ⁸ and Non-CSSEA	Salary/Benefit Component ⁹	Pressure Estimate
Contracts ⁷	Very Small – < \$100,00	9120		
	Small- \$100k to \$499k	935		s.17
	Medium - \$500k - \$999k	105		
	Large – > \$1 million	76		
	Contracts with Other Ministries	There are contracts with Health Authorities to deliver services.		
Contractor Capacity Assessment – ability of Contractors to make Adjustments to Accommodate Salary Increases	Small	Contractor capacity needs to be confirmed with various factors needing to be considered. Work will be initiated to determine contractor capacity to accommodate salary increases. s.17		
	Medium			
	Large			
History of Unit Costs over the Past 5 Years	The ministry does not currently contract for services on a per unit basis.			
History of Contract increases over the Past 5 Years	2006 – 2008 - Negotiated Framework compensation increases and Early Incentive signing bonus for service providers who were members of an employers’ association (CSSEA/HEABC). Funding for compensation increases to non-unionized and other service providers of MCFD and CLBC not covered under the bargaining mandate to support and maintain service levels, service quality and service continuity. <ul style="list-style-type: none">• The Public Sector Employers’ Council, Ministry of Finance, had overall responsibility for the mandate and for coordinating financial responsibilities resulting from labour negotiations.• MCFD coordinated the Early Incentive and implementation of the ongoing increases.• Treasury Board (TB) Staff approved the allocation of increases against negotiated funding.• Ministry of Health coordinated the implementation of increases for members of HEABC.• MCFD undertook contract modifications for their CSSEA and HEABC agencies.			

⁷ Includes all MCFD CSSEA, non-CSSEA, non-union and HEABC. Based on 2011/12 data. Complete 2012/13 will be available by May 16, 2013

⁸ 120 CSSEA agencies with 719 contracts valued at \$195.9M

⁹ Based on current most complete information –2012/13

	<ul style="list-style-type: none"> • A TB submission was jointly drafted between social service ministries (MCFD, MEIA, MAG/PSSG, MOH, MOE and MCS) to obtain funding for the non-union sector and ensure a consistent approach where, feasible, and share information. • Funding was approved for the non-union sector increases.
Known Pressures on Contractors	There are some known pressures, however more work is underway to quantify and establish the scope of these pressures.
Service Considerations	<p>s.17</p> <p>The goal of the ministry is to ensure that service levels to children, youth and families are not reduced and the costs of those services are not increased to support funding the negotiated compensation.</p>

AFFILIATION	2012.13 INCREASES	2013.14 INCREASES	2014.15 INCREASES
HEABC	0.108		
CSSEA*	-		
DAA Union (CSSEA)	0.494		
DAA Non-Union	0.675		
Non-Res Non-Union	-		
Res. Non-Union	-		
FY12.13 Unearned Revenue Offset			
Grand Total	1.277		

s.17

Ministry of Justice

Topic	Description			
Program Area	Ministry of Justice - Victim Services and Crime Prevention Division			
Description of the Contracts	<p>The Community Safety and Crime Prevention Branch, Ministry of Justice contracts with over 200 service providers on more than 400 contracts to deliver victim service and violence against women counselling and outreach programs across the province. Major program types include:</p> <ul style="list-style-type: none"> ▪ Police-based victim service programs ▪ Community-based victim service programs ▪ Stopping the Violence (STV) counselling programs ▪ Outreach and Multicultural Outreach programs ▪ Children Who Witness Abuse programs ▪ <p style="text-align: right; color: red;">s.13, s.17</p>			
Terms of the Contracts	April 1, 2013 to March 31, 2014			
Funding Source	Provincial			
Contracts	Size	CSSEA or Non-CSSEA Contract Totals	Salary/ Benefit Component	Pressure Estimate Fiscal 14/15 Onwards
	Small – < \$250,000	CSSEA: \$13,539,756 Non-CSSEA: \$14,972,303 Total: \$28,512,059		
	Medium - \$250,000 – \$1 million	CSSEA: \$822,193 Non-CSSEA: \$ 1,058,485 Total: \$1,880,678		s.17
	Large – > \$1 million	N/A		
	TOTAL			
Contracts with Other Ministries	N/A			
Contractor Capacity Assessment – ability of Contractors to make Adjustments to Accommodate Salary Increases	Small			
	Medium			
	Large	s.17		
History of Unit Costs over the Past 5 Years	Unknown			

History of Contract Increases over the Past 5 Years	In 2008/09, victim service programs (both police-based and community-based) received an average contract increase of 22%, their first major increase since programs were restructured in 2002. In 2007/08, 2008-09 and 2009/10 contracted victim service programs received wage increases of 3.2%, 1.6% and 1.6% respectively. Violence against women program contracts have not been substantially increased since 2005/06. The only recent contract increases in both areas were focused on lifts as a result of adoption of the MPP.
Known Pressures on Contractors	Contractors (both CSSEA and non-CSSEA) are in regular contact with the Division regarding funding pressures. s.17
Service Considerations	s.17

Topic	Description					
Program Area	Ministry of Justice - Community Corrections					
Description of the Contracts	Community Corrections operates 55 adult probation offices serving 428 communities across the province, supervising 22,000 clients. Augmenting these services are those provided by contracted agencies. It is difficult to specify the actual number of clients served by a service type, contract or community. Contracted services for clients include: <ul style="list-style-type: none">■ Native Courtworker Services■ Community Based Aboriginal Justice Services■ Relationship Violence Prevention Program■ Social & Rehabilitative Services■ Services to IRCS (Intensive Rehabilitative Custody & Supervision) Clients■ Alcohol and Drug Treatment The contracts are for lump sum amounts with quarterly payments. Pressures have been calculated on the entire amounts of the contracts as there is no simple way to calculate the wage portion only given how the contracts are structured.					
Terms of the Contracts	Typically one year agreements, renewed annually.					
Funding Source	Province with some recoveries from the Federal Department of Justice.					
Contracts	Size	CSSEA or Non-CSSEA	Salary/Benefit Component	Pressure Estimate		
				2013/14	2014/15	Total
	Small – < \$250,000	\$2.136M	Unknown			
	Medium - \$250,000 - \$1 million	\$1.385M	Unknown			
	Large – > \$1 million	\$3.594M	Unknown			
	TOTAL					
Contracts with Other Ministries	N/A					
Contractor Capacity Assessment – ability of Contractors to make Adjustments to Accommodate Salary Increases	Small		The vast majority of this group has not seen a lift since the initial 1999 CSSEA / non-CSSEA initiative.			
	Medium					
	Large					
History of Unit	No changes in unit costs over the past 5 years.					

Costs over the Past 5 Years	
History of Contract increases over the Past 5 Years	No contract increases in the past 5 years.
Known Pressures on Contractors	Contractors are in regular contact with the Branch regarding funding pressures.
Service Considerations	

Ministry of Jobs, Tourism and Skills Training

Topic	Description										
Program Area											
Description of the Contracts	<p>The Ministry of Jobs, Tourism and Skills Training has over 200 contracts under the federally funded Immigration Agreement and likely a very similar amount under the Labour Market Agreement (LMA).</p> <p>Approximately 90% of the applicable contracts are for less than \$2M.</p> <p>The average salary component is around 8% for the majority of the LMA contracts (there is one exception where the salary component is around 30%) and for the Immigration Agreement, it is 85%. This is largely due to the kinds of facilitative services LMA service providers deliver vs direct services immigration service providers deliver.</p>										
Terms of the Contracts	<p>The Immigration Agreement will end on March 31, 2014 and administration will be by the federal government.</p> <p>The Labour Market Agreement is also scheduled to end on March 31, 2014, with contract negotiations in progress.</p>										
Funding Source	s.17										
Contracts	<table><tr><th>Size</th><th>CSSEA or Non-CSSEA</th><th>Salary/Benefit Component</th><th>Pressure Estimate</th></tr><tr><td>Small – < \$250,000</td><td rowspan="3">\$214.8 M</td><td rowspan="3"></td><td rowspan="3">s.17</td></tr><tr><td>Medium - \$250,000 - \$1 million</td></tr><tr><td>Large – > \$1 million</td></tr></table>	Size	CSSEA or Non-CSSEA	Salary/Benefit Component	Pressure Estimate	Small – < \$250,000	\$214.8 M		s.17	Medium - \$250,000 - \$1 million	Large – > \$1 million
Size	CSSEA or Non-CSSEA	Salary/Benefit Component	Pressure Estimate								
Small – < \$250,000	\$214.8 M		s.17								
Medium - \$250,000 - \$1 million											
Large – > \$1 million											
Contracts with Other Ministries											
Contractor Capacity Assessment – ability of Contractors to make Adjustments to Accommodate Salary Increases	<table><tr><td>Small</td><td></td></tr><tr><td>Medium</td><td></td></tr><tr><td>Large</td><td></td></tr></table>	Small		Medium		Large					
Small											
Medium											
Large											
History of Unit Costs over the Past 5 Years											
History of Contract increases over the Past 5 Years											
Known Pressures on Contractors											
Service Considerations											

Ministry of Social Development and Social Innovation - Community Living BC

Topic		Description				
Program Area - Residential Services except Shared Living; Non- residential services including Community Inclusion, Family Support and Respite services except professional supports and direct funded respite.						
Description of the Contracts	Staffed Residential Resources for 2,441 individuals and Supported Living Services for 805 individuals, non residential services for approximately 14,600 all with developmental disabilities, as well as a range of non-residential services for 513 individuals eligible for the PSI program (diagnosed with either Autism Spectrum Disorder or Fetal Alcohol Spectrum Disorder).					
Terms of the Contracts	Two year maximum term, various start and end dates. All with termination clauses of 30, 60 or 90 day notice without cause.					
Funding Source	Provincial					
Contracts – grouped by service provider – numbers shown are a count of service providers in each category; Pressure is expressed as costs within fiscal 2013/14(F), and full annualized cost for 2014/15 (A)	Size	CSSEA or Non-CSSEA	Salary/Benefit Component (\$ millions)	Pressure Estimate (\$ millions)		
				13/14	14/15 Annual	Total Pressure
	Small – < \$250,000	CSSEA - 12 HEABC - 10 Other -1,037				
	Medium - \$250,000 - \$1 million	CSSEA - 26 HEABC - 4 Other - 91				
	Large -- > \$1 million	CSSEA - 85 HEABC - 3 Other - 20				
	Totals					
Contracts with Other Ministries	n/a					
Contractor Capacity Assessment – ability of Contractors to make Adjustments to Accommodate Salary Increases	Small					
	Medium					
	Large					
History of Unit Costs	Average annual cost per individual receiving residential services (including					

over the Past 5 Years	Shared Living which isn't included above) has only increased slightly over last five years - \$66,300 in 2007/08, \$67,100 in 2012/13. Average annual cost per individual for all services has gone down from \$51,300 in 2007/08 to \$46,400 in 2012/13.
History of Contract increases (<i>and Decreases</i>) over the Past 5 Years	<p><u>Decreases</u></p> <p>Service redesign or contract re-negotiation (excluding changes brought about by residential moves or discharges), recoveries of operating surplus, or unearned revenue generated <i>decreases</i> in existing contracting costs for the five years ending March 31, 2013 of \$52.2 million</p> <p><u>Increases</u></p> <p>1)CSSEA, para-professional, HEABC, non-union increases in 2008/09: \$9.9 million</p> <p>2)CSSEA, para-professional, HEABC and non-union increases in 2009/10: \$9.2 million</p> <p>3)Ongoing contract increases to fund Municipal Pension Plan implementation starting in 2010/11 including subsequent rate changes (and accrued but as yet unpaid adjustments for 2012/13): \$14 million (\$10 million in funding provided by the Province)</p> <p>4) Accrued but as yet unpaid amounts for changes to Stat holiday and minimum wage rate increases effective in 2012/13: \$2 million</p>
Known Pressures on Contractors	
Service Considerations	

s.17

Appendix 3. Additional Strategies

s.17

s.17

Cooperative Gains Strategy Initiatives

Governance Structure

Prepared by:

Ministry of Children and Family Development

Ministry of Justice

Ministry of Jobs, Tourism and Job Training

Ministry of Social Development and Social Innovation

BC Housing

June 17, 2013

1. Purpose

The purpose of this governance structure is to provide collaborative and coordinated oversight for the delivery of cooperative gains savings initiatives, as outlined in the Cooperative Gains Strategy Initiatives, across the government partner organizations.

2. Government Funding Partners

- Ministry of Social Development and Social Innovation
- Ministry of Justice
- Ministry of Children and Family Development
- Ministry of Jobs, Tourism and Skills Training

3. Background

The Cooperative Gains Mandate provides public sector contracted employers with the ability to negotiate modest compensation increases. In 2013, this led to a ratified agreement between the Community Social Services Employers' Association (CSSEA) and the Community Social Services Bargaining Association (CSSBA) for compensation increases of 1.5% effective April 1, 2013 and an additional 1.5% effective January 1, 2014 to wages and in additional mileage and meal allowances.

These increases will also likely be extended to non-unionized employer organizations and their workers and to excluded management staff as these employees have been recognized in the past. Given that the increases have already taken effect, urgent action on a sector-wide scale must be implemented in fall 2013 to address the estimated \$40 million annualized pressure.

The initiatives in the Savings Plan must be measurable. The Savings Plan may not result in the Ministry requesting additional funding or negatively impact client services. New approaches to how services are delivered may be explored. The initiatives in the Savings Plan must not transfer the costs of providing existing services to clients, the public or to other ministries/provincial agencies.

The Community Social Services sector can be divided into three subsectors: Aboriginal Services, Community Living Services and General Services. Currently this sector provides employee compensation which is almost 10% lower than its comparator sector, Health. Low wages as well as the physical and stressful nature of many of the jobs in this sector cause losses due to Short Term Illness and Injury Plan (STIIP) or high turnover to other sectors. Vacancies that arise often take over 3 months to fill, resulting in productivity loss within the sector.

Quality service provision in this sector is dependent on the individuals delivering the services. The services require a high amount of human interaction and cannot be replaced by technology.

The guiding principles for decision making associated with respect to the Funders savings initiatives include:

1. **Service quality:** Services quality will not be negatively impacted and will be improved when possible
2. **Effective:** Services will be delivered in a manner which is effective and provides the needed supports
3. **Accountable:** Accountabilities associated with savings will be clear and transparent
4. **Efficiency and Sustainability:** What we create has to last and we have to be able to afford it. Funding is focused on actual services and support and not administration

4. Role and Function of the ADM Steering Committee

The function of the Assistant Deputy Ministers Steering Committee is to provide oversight for the successful achievement of the Cooperative Gains Strategy . The Committee has responsibility and oversight in the following areas:

- Endorsing the savings strategies and initiatives;
- Committing to the overall success of the savings strategies and that the savings are achieved;
- Guiding the project to completion and making recommendations for practical next steps;
- Reviewing project performance against the plan;
- Allocating necessary resources to the project;
- Ensuring consistent cross-ministry communication;
- Risk identification and mitigation; and
- Issues management.

5. Role and Function of the Deputy Ministers Steering Committee

The function of the Deputy Ministers Steering Committee is to provide executive level oversight for the successful achievement of the Cooperative Gains Strategy. The Committee has responsibility and oversight in the following areas:

- Providing strategic direction (corporate and ministry);
- Reviewing and resolving issues that have cross-government implications;
- Reviewing recommendations from the ADM Steering Committee;

- Providing a point of escalation for issues that cannot be resolved by the ADM Steering Committee; and,
- Reporting to the Savings Officer.

**Savings Officer
(Ministry of Finance)**

DM Steering Committee
Chair: Sheila Taylor
SDSI, MCFD, JAG, JTST, PSA,
BC Housing

ADM Steering Committee
Chair: Wes Boyd
SDSI, MCFD, JAG, JTST, PSA,
BC Housing

**Project Manager
(SDSI)**

Project Resources
SDSI, MCFD, JAG, JTST, PSA,
BC Housing

6. Term

The governance structure shall remain in operation until the substantial completion of the initiative in April 30, 2015, including the submission of the final project status report to the Assistant Deputy Minister/Savings Officer, Strategic Initiatives, Ministry of Finance.

7. Decision Making Authority

The DM Steering Committee has the authority to make strategic decisions (e.g. savings and timeline changes) including recommendations to Treasury Board Staff and/or the Savings Officer, as well as other decisions that may be escalated from the ADM Steering Committee.

The DM Steering Committees shall aim for consensus decision-making, but where consensus cannot be reached, the Chair shall have decision-making authority.

8. Meeting Quorum

A Quorum shall consist of:

- The Chair or designated alternate Chair
- One member or alternate from CFD
- One member or alternate from JAG
- One member or alternate from JTST
- One member or alternate from BC Housing

9. Meeting Frequency

The ADM Steering Committee shall meet quarterly in advance of the reporting to the Savings Officer and/or as required. Extraordinary meetings may be requested by the ADM Steering Committee Chair as required.

The DM Steering Committee shall meet quarterly in advance of the reporting to the Savings Officer and/or as required. Extraordinary meetings may be requested by the DM Steering Committee Chair as required.

Steering Committee members are required to be in attendance, however, alternates are permitted on an exception basis (e.g. vacation, illness). If a member sends an alternate, the alternate shall have delegated decision making authority on the member's behalf.

10. Agenda Items

The agenda is established by the Chair. Any requests for specific agenda items must be forwarded to the chair at least three days prior to the next scheduled meeting.

DM Steering Committee

Sheila Taylor, Deputy Minister, Ministry of Social Development and Social Innovation (Chair)

Mark Sieben, Deputy Minister, Ministry of Children and Family Development

Lori Wanamaker, Deputy Minister and Deputy Solicitor General, Ministry of Justice

Dave Byng, Deputy Minister, Ministry of Jobs, Tourism and Skills Training

Lynda Tarras, Head of BC Public Service Agency

TBD, BC Housing

ADM Steering Committee

Wes Boyd, Assistant Deputy Minister/Executive Financial Officer, Ministry of Social Development and Social Innovation (Chair)

Anne Sandbu, Assistant Deputy Minister/Executive Financial Officer, Ministry of Children and Family Development

Tara Faganello, Assistant Deputy Minister/Executive Financial Officer, Ministry of Justice

Shannon Baskerville, Assistant Deputy Minister of Labour Market & Immigration Division, Ministry of Jobs, Tourism and Skills Training

Executive Lead, Lean Project Office, Public Service Agency

TBD, BC Housing

DECISION NOTE

PREPARED FOR: Honourable Michael de Jong, Q.C.
Minister Responsible for the *Public Sector Employers Act*

Honourable Moira Stilwell
Minister of Social Development

Honourable Stephanie Cadieux
Minister of Children and Family Development

ISSUE: **Approval of REVISED bargaining plan for the Community Social Services Employers' Association and the Community Social Services Bargaining Association**

SUMMARY:

In September 2012, the Ministers approved a Bargaining Plan for the Community Social Services Employers' Association (CSSEA) that provided for a three-year agreement with general wage increases of up to 0.82% over the three years funded through CSSEA's Savings Plan and net-zero trade-offs. It has not been possible for CSSEA to reach a negotiated agreement with this mandate, and it has prepared a revised Bargaining Plan. The revised Bargaining Plan is

s.13, s.17

BACKGROUND:

CSSEA is the accredited bargaining agent for the approximately 200 unionized employers in the social services sector. Unionized employees in the sector fall into three bargaining units – Aboriginal Services, Community Living Services, and General Services. Bargaining occurs between CSSEA and the Community Social Services Bargaining Association ("CSSBA"), which is an association of the eight unions operating in the sector, of which the BCGEU is the largest.

There are approximately 11,707 unionized employees in the three bargaining units, with a total payroll cost of \$447M. The total labour costs for CSSEA, including excluded employees and management, is \$591.6M which means that every 1% increase in general compensation costs is approximately \$5.92M.

CSSEA's revised Bargaining Plan sets out a plan to try to reach a negotiated deal with the three bargaining units. As most of the non-monetary aspects have already been dealt with, CSSEA anticipates that the remaining negotiations will focus mainly on compensation.

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This briefing document contains confidential information that pertains to labour relations and other matters.

BARGAINING PLAN - KEY ELEMENTS:

The current agreements were settled under the 2010 Net Zero Mandate, and expired March 31, 2012. The key elements of the Revised Bargaining Plan for all three units are:

s.13, s.17

IMPLICATIONS:

CSSBA is seeking parity with other unions in the health sector, particularly Community Health, and CSSEA has carefully considered the recent Community Health settlement in developing its revised Bargaining Plan. CSSBA issued strike notice in mid October 2012 and rotating strikes have been occurring in the sector since then. CSSBA has agreed to halt its rotating job action and return to negotiations on February 19, 2013 and CSSEA expects that with a revised mandate, the parties should be able to reach an agreement in a short period.

FINANCIAL CONSIDERATIONS:

Prior to engaging in substantive bargaining, the revised Savings Plan for CSSEA will be confirmed as meeting the principles of the mandate. That is, the savings are real, measurable and incremental, and do not transfer costs or lower service levels to the public.

Any settlement with unionized employees in the CSSEA sector will create pressure to provide similar increases to non-unionized employees of CSSEA members as well as non-CSSEA members who are contracted by government to provide the same services as CSSEA members. The revised Savings Plan being developed by the ministries includes

s.13, s.17

s.13, s.17

CSSEA has provided detailed costing of proposals they intend to table. CSSEA will remain in close contact with government during negotiations through the PSEC Secretariat, and will not table a Final Offer until approved by the President and CEO of the PSEC Secretariat.

COMMUNICATION ISSUES:

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This briefing document contains confidential information that pertains to labour relations and other matters.

RECOMMENDATIONS:

s.13, s.17

APPROVED

Michael de Jong
Minister Responsible for the *Public Sector Employers Act* Date _____

APPROVED

Moira Stilwell
Minister of Social Development Date _____

APPROVED

Stephanie Cadieux
Minister of Children and Family Development Date _____

CONFIDENTIAL

This briefing document contains confidential information that pertains to labour relations and other matters.

Prepared by: Lucas Corwin, A/ADM – Labour Relations
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Ministry of Social Development
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Ministry of Children and Family Development
Tel: 250-387-1882

CONFIDENTIAL

This briefing document contains confidential information that pertains to labour relations and other matters.



Ministry of Children and Family Development
March 25, 2013

ISSUE NOTE

Issue:

- Contracted agencies with the Ministry of Children and Family Development (the ministry) may request additional funding for the recent negotiated union settlements made with Community Social Services Employers' Association of BC (CSSEA) and Health Employers Association of British Columbia (HEABC).
- Under the cooperative gains mandate, the ministry has no additional funding to support potential cost pressures from the settlements or wage increases that may be faced by these agencies.

Background:

- The ministry has contracts with unionized agencies belonging to CSSEA and HEABC as well as with non-unionized agencies.
- CSSEA represents 206 member social service organizations, ranging in size from under 10 to more than 600 plus employees, and collectively employing more than 15,000 staff.
- HEABC represents more than 260 publicly funded health care employers, as well as the province's six health authorities, covering more than 100,000 unionized health care employees.
- Currently the ministry has approximately 675 contracts with 120 CSSEA agencies and 225 contracts with 40 HEABC agencies.
- CSSEA and HEABC have reached two-year agreements under the provincial government's cooperative gains mandate. The term of the proposed agreement is April 1, 2012 – March 31, 2014.
- CSSEA proposed a general wage increase of 3%, which consists of an initial increase of 1.5% effective April 1, 2013 and a further 1.5% effective January 1, 2014. CSSEA also proposed a wage increase of 4% in two years – 2012/13 and 2013/14 -- for agencies delivering Aboriginal Services¹.
- HEABC proposed a general wage increase of 3%, which consisted of an initial increase of 2%, is effective the first pay period following ratification of the agreement, and a further 1% increase the first pay period after April 1, 2013.

¹ At the ministry, this applies to the Delegated Aboriginal Agencies.



Ministry of Children and Family Development
March 25, 2013

- Under the cooperative gains mandate, agencies are expected to fund the wage increases through various cost savings or revenue generating activities.
- Some agencies may experience shortfalls or cost pressures to compensate for the increases and may seek to negotiate modifications to their contracts for the increases.
- The non-unionized sector may also be seeking to provide equivalent increases. Historically, wage increases for the unionized sector were applied to the non-union sector to support recruitment and retention of staff.
- The ministry is committed to ensuring the sustainability of services and the viability of its contracted community agencies, and will work with its agencies experiencing cost pressures from the wage increases.
- The ministry will work with partners such as the Ministry of Social Development to develop a strategy that includes working with contracted community agencies to address the anticipated cost pressures in the social services sector through the cooperative gains mandate savings plan.
- The table below provides the estimated incremental cost pressures impacts in \$ millions for both CSSEA and HEABC.

	FY2012/13	FY2013/14	FY2014/15
CSSEA ²	0.473	2.807	s.17
HEABC	0.171	2.072	
Non Unionized	0.777	0.841	
Incremental Total	1.421	5.720	

Decision required:

- **This is an ongoing 2-year issue/impact**
- No decision required; for information purposes only.

² Includes 1% increase effective April 2012, 1% effective August 2012, 1% effective April 2013 and 1% effective December 2013 for the Delegated Aboriginal Agencies.

Cooperative Gains Savings Initiatives Consolidated Funding Plan

**Deputy Ministers Update
June 20, 2013**



Ministry of
Social Development
and Social Innovation

Agenda

1. Summary of Issue –

s.13, s.17

2.

s.13, s.17

3. Governance Structure and Membership - Review

4. Engagement with Sector – To date

5.

s.13, s.17



Summary of the Issue

- The Cooperative Gains Mandate enables public sector contracted employers to negotiate modest wage increases through productivity gains or through savings within existing budgets.
- Ratified agreement within the Community Social Services sector for among other things, compensation increases of 1.5% effective April 2013 with an additional 1.5% effective January 1, 2014.

Pages 409 through 411 redacted for the following reasons:

s.13, s.17

Governance Structure and Membership - Review

Two steering committees :

1. DM Steering Committee (SDSI-Chair, MCFD, JAG, JTST, PSA)

- has the authority to make strategic decisions (e.g. savings and timeline changes) including recommendations to Treasury Board Staff and/or the Savings Officer, as well as other decisions that may be escalated from the ADM Steering Committee.

2. ADM Steering Committee (SDSI-Chair, MCFD, JAG, JTST, Lean Project Office)

- to ensure achievement of the savings by creating and endorsing the initiatives, committing resources to achieve the savings, monitoring the results and making adjustments to the strategies as needed.

Engagement with Sector - To Date

- **DM Steering Committee - May 23**
- **BCGEU – meeting**
- **CSSBA letter to CSSEA – May 28**
- **CSSEA Board Meeting – June 3**
- **MCFD letter to The Federation of Community Social Services of BC - June 5**
- **CEO Network Meeting – June 6**
- **The Federation of Community Social Services of BC AGM - June 13/14**



Discussion/Direction - Immediate Next Steps

1. DIM meeting for Direction - week of June 17
 - Confirmation of direction
 - Consistency of approach of strategies across Gov't
 - Union and non-union
 - Individual "backstop" funding plans
 - Timing of meetings – Communications Strategy
 - Create cross-funders working group on contract administration
2. CSSEA led employer reps meeting - week of June 24
3. Other Employer meetings TBD if necessary
4. Internal Executive Briefings and Approvals
5. Submit Strategy to Savings Plan Officer - June 28

Summary of Ministries' Approaches – Fiscal 2013/14

Ministry	Approach	Backstop
JAG	Ministry to fund increases across board to all of contracted service providers (union and non-union)	100%
JTST	Ministry to fund increases across board using existing federal government funding which cannot be repurposed	100%
MCFD	Service Providers asked to submit proposals to self manage (letter sent) Those who cannot self manage will go through a Ministry review process Where necessary Ministry will address pressure Working with union organizations first	100%
SDSI	All of the service providers are associated with CLBC TBC - the service providers will be required to: <ul style="list-style-type: none"> • Reduce administrative percentage rate by 1.0% - saving \$5.0M annually • Reduce sick leave metric from 9 days to 8 days – saving \$1.6M annually • Potentially reduce Supervision ratio from 1:8 to 1:9 – saving \$3.5M annually The savings will be reallocated to contract salary component	30%

Cooperative Gains Savings Initiatives

DRAFT Consolidated Funding Plan

Prepared by:

Ministry of Children and Family Development

Ministry of Justice

Ministry of Jobs, Tourism and Job Training

Ministry of Social Development and Social Innovation

BC Housing

June 18, 2013

Review and Endorsement

Endorser	Date
Sheila Taylor Deputy Minister Ministry of Social Development and Social Innovation	
Mark Sieben Deputy Minister Ministry of Children and Family Development	
Dave Byng Deputy Minister Jobs, Tourism and Skills Training	
Lori Wannamaker Deputy Minister Ministry of Justice	
Lynda Tarras Head of Public Service Agency	

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Executive Summary

The government contract funding partners, working collaboratively with the community social services sector service provider employers, will achieve savings within their existing budgets to cover the negotiated compensation. s.17

s.17

s.17 The funding partners in this initiative include the Ministries of Social Development and Social Innovation; Children and Family Development; Justice; Jobs, Tourism and Skills Training and BC Housing.

s.17

1. Issue

The Cooperative Gains Mandate enables public sector contracted employers to negotiate modest wage increases through productivity gains or through savings within the existing budgets and corporate savings identified by funding agencies within their own budgets. s.17

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While the formal negotiations were between CSSEA and CSSBA, based on historical practices it is anticipated that these increases will extend to the non-unionized employer organizations and their workers. Historically these increases have been extended to excluded management staff; however,

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¹ CSSEA is the accredited bargaining agent for the approximately 200 employers in the social services sector. Unionized employees in the sector fall into three bargaining units – Aboriginal Services, Community Living Services, and General Services. Bargaining occurs between CSSEA and the Community Social Services Bargaining Sector (CSSBA), which is an association of the eight unions operating in the sector, of which BCGEU is the largest. CSSEA represents the portion of the unionized sector where service delivery agencies (Agencies) receive more than \$250,000 in funding from the Province.

With the exception of some non-unionized organizations, these increases have already taken effect

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A coordinated sector-wide approach is required to address the funding pressures arising as a result of the collective bargaining.

2. Background

The community social services sector can be divided into three sub sectors: Aboriginal Services, Community Living Services and General Services funded by the Ministries of Social Development and Social Innovation (SDSI); Children and Family Development (MCFD); Justice (JAG); and Jobs, Tourism and Skills Training (JTST). In many cases the funding is provided through multiple contracts and multiple funding ministries and/or funding agencies such as Community Living BC. There are a number of social services providers who receive funding from the above ministries who employ HEABC employees.

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The community social services sector provides employee compensation that is almost 10% lower than its comparator sector, Health.² Social service vacancies are often filled by people who quickly move on to better paid positions in the other sectors. Between 10% and 20% of social sector employers report difficulties hiring.³ The WorkSafe BC injury rate for the social services sector is much higher than the British Columbia average. Common injuries in the sector are overexertion, acts of violence and falls on the same level. Falls on the same level, which include slips and falls, are unique to the social services and health sectors. Low wages as well as the physical and stressful nature of many of the jobs in this sector cause losses due to Short Term Illness and Injury Plan (STIIP) or high turnover to other sectors. Vacancies that arise often take over 3 months to fill, resulting in productivity loss.⁴ These losses, along with an aging workforce and an expected increase in demand for social services, places pressure on the workforce and the ability to provide quality service to clients. Quality service provision in this sector is dependent on the individuals delivering the services as it requires a high amount of human interaction and cannot be replaced by technology.

The sector's employees (union and non-union) were provided the opportunity to enroll in the Municipal Pension Plan (MPP) effective July 2011 As a result, the sector received almost \$20 million in additional annualized funding for these employee benefits.

Examples of existing cost pressures related to labour costs can be categorized as follows:

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² Bargaining and Savings Plan, Page 5

³ Bargaining and Savings Plan, Page 11

⁴ Bargaining and Savings Plan, Page 11

4.

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s.13, s.17

s.17

⁵ Bargaining and Savings Plan, Page 5

4. Environment Overview

The provincial government values the work of the community social services sector and recognizes the contributions these workers and their organizations make to their communities and the people they serve. The wide range of services this sector provides include support and protection services for children and youth in need, counselling and outreach for victims of abuse, employment services and residential services for people with developmental disabilities. The service providers are comprised of both not-for-profit and profit organizations of varying sizes.

The contracted service providers' capacity to accommodate the compensation increases independently will need to be confirmed by working collaboratively with the various organizations. Based on funding and cost pressures during the past five years, as well as interactions with the service providers and experience with the sector, s.17

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The majority of contracts funded by the four ministries are low dollar, with MCFD managing over 9,000 contracts valued at less than \$100K.

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4.1 Ministry of Children and Family Development

The Ministry of Children and Family Development provides a range of programs and services to British Columbian children, youth and families in need. The Ministry has six core business areas: Early Years, Children and Youth with Special Needs, Child and Youth Mental Health, Child Safety, Family, Youth and Children in Care, Adoption and Youth Justice. The Ministry's services are delivered through MCFD delivery (including direct client services), Delegated Aboriginal Agencies and Community Agencies.

MCFD provides services through more than 10,000 contracts with over 6,000 service providers at a value of approximately \$700 M per annum. The majority of contracts are Transfers Under Agreement from which no specific wage or cost increase information is obtainable – MCFD is approximating 80% of its agencies total contract values to estimate its sector negotiated increase cost pressures.

The terms of the ministry's contracts vary from short term (one year or less) to longer multi-year contracts (2 – 5 years). In the last few years, most of the ministry's contracts have been negotiated or re-negotiated to one year terms as the ministry transitions its procurement and contract management practice and processes. It is anticipated that multi-year contracts (up to 5 years) will be in place after 2013/14, for applicable contracts. Contract renewals currently occur in April and October.

4.2 Ministry of Social Development and Social Innovation

The approximately 1,300 community sector contracts are administered through Community Living BC (CLBC). Over 80% of these contracts are valued at less than \$250,000 each. These contracts, which provide staffed residential resources, supported living services and non-residential services, have two-year maximum terms.

CLBC has implemented a contracting structure that defines the service level (deliverable) of each program and a standardized cost of that program through the application of a set of agreed upon rates for various cost factors. The service deliverables and costs are captured for each program in Funding Guide Templates (FGTs). As a result, service levels, measured in hours of service, are measured annually and any under-delivery results in a recovery to CLBC. Rates are very specific and standardized in the funding guidelines: For example, funding is provided at the step level of 3.75, vacation/training days set, supervision at 1:8, with administration costs set at maximum of 10% of contract value.

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CLBC implemented this framework as it went through program and service re-design over the last 3 years. It was a significant enabler in generating ongoing contract/program savings in excess of \$60 million over that time. The service redesign initiatives allowed CLBC to provide new services to

its growing caseload during years of limited funding.

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Non-CSSEA agencies are paid based on their actual costs.

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The Ministry implemented a consolidated approach to providing employment programs, the Employment Programs of BC (EPBC) on April 2, 2012. Through 73 contracts the Ministry manages these services utilizing provincial funding for administration and federal funding for the delivery of services.

s.17, s.16

s.17, s.16

4.3 Ministry of Justice

Most of the Ministry's 400+ contracts are for amounts less than \$250,000 each and cover the provision of services to victims of crime as well as offender-focused programming. This portion of the community services sector currently uses significant volunteer capacity to augment base funding from the government.

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4.4 Ministry of Jobs, Tourism and Skills Training

Through approximately 200 contracts per program area, the Ministry's contracted service providers deliver services associated with the immigration and labour market programs. Approximately 90% of the applicable contracts are for less than \$2M each. These programs are funded through federal agreements for specific services.

The Immigration Agreement and Labour Market Agreement will end on March 31, 2014. Going forward, immigration services will be delivered through federally administered contracts and negotiations are beginning with the federal government with respect to the labour market supports.

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Pages 425 through 429 redacted for the following reasons:

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6. Alternative Funding

While the financial impact of compensation awards for the Community Social Services service providers and the funding Ministries will begin in 2013/14, it will take time to fully implement the Savings Plan strategies so as to achieve enough savings to fully offset the incremental costs of compensation awards.

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s.13, s.17

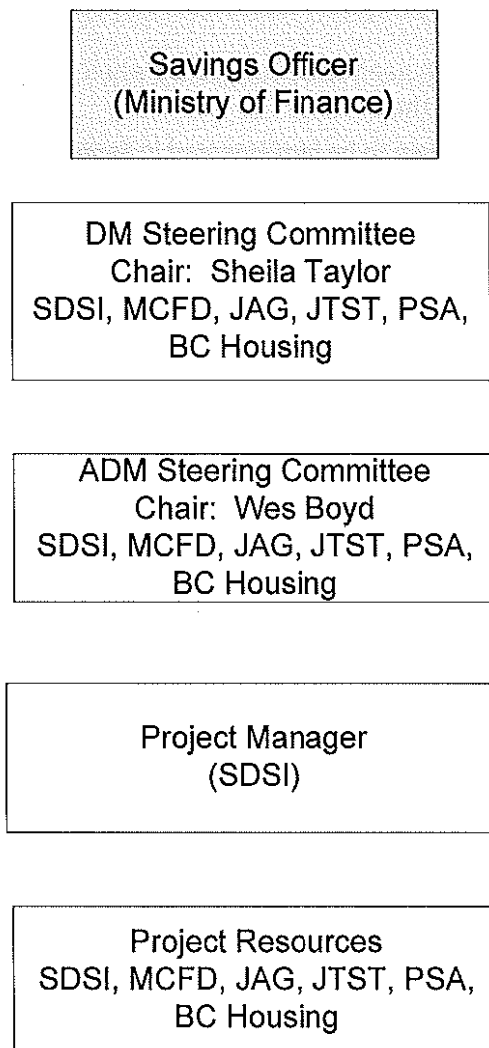
7. Governance Structure and Resources

The purpose of the governance structure is to provide collaborative and coordinated oversight for the delivery of cooperative gains savings initiatives across the government partner organizations.

There are two steering committees within the structure, with the Deputy Ministers Steering Committee reporting progress to the Savings Officer, Ministry of Finance quarterly beginning in September, 2013. The function of the Deputy Ministers Steering Committee is to provide executive level oversight for the successful achievement of the Cooperative Gains Savings Initiatives by providing strategic direction and reviewing and resolving issues that have cross-government implications. The function of the Assistant Deputy Ministers Steering Committee is to ensure achievement of the savings by creating and endorsing the initiatives, committing resources to achieve the savings, monitoring the results and making adjustments to the strategies as needed.

Included in the structure is the Corporate Lean Project Office, Public Service Agency, to leverage experience and expertise to help ensure that efforts to develop a Lean culture across the community services sector are successful.

The following chart depicts the governance structure.



A complete description of the governance structure is included as Appendix 4.

8. Critical Success Factors

To achieve success, the most critical factor will be to ensure stakeholders, CSSEA and CSSBA are engaged in the savings initiatives.

Also vital to ensure success is the provision of clear coordinated communication between the ministries and Community Living BC regarding the needed outcomes of the funding initiatives, why the strategies are being pursued and that client focus and service provision are of the first and foremost concern. Concerns raised by the sector are anticipated, and it will be essential to provide factual information quickly.

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11. High Level Work Plan/Critical Path

The following chart highlights the key activities which need to be completed by specific dates in order for the savings initiatives to address the compensation pressures.

Date	Activity
June 2013	<ul style="list-style-type: none"> Create Stakeholder Engagement Plan (including a Communications Plan and Ministry guidelines for applying the strategies to ensure consistency) <p>s.13, s.17</p>
July	<ul style="list-style-type: none"> Create a roundtable of CSSEA and non-CSSEA agencies <p>s.17</p> <p>s.13, s.17</p> <ul style="list-style-type: none"> Establish reporting requirements on savings Meet with community organizations (e.g. Inclusion BC) to reinforce that individual and family services will not be cut to meet the Cooperative Gains Mandate Meet with affected government senior management and engage field staff to get their input into the approach and better understand capacity <p>s.17</p>
Aug	<ul style="list-style-type: none"> Confirm committed self-management agencies <p>s.17</p>
Sept	<ul style="list-style-type: none"> Confirm Savings Strategy applicable to each agency Confirm ministries' funding support commitments <p>s.17</p> <p>s.17</p> <ul style="list-style-type: none"> Report in to the Savings Officer (September 30, 2013)
Oct	<p>s.17</p> <p>a mini project plan, highlighting savings/supports and commitment dates)</p>
Dec	<ul style="list-style-type: none"> Complete assessment focused on finding efficiencies by addressing the number, configuration and structure of the contracts and delivery approach Report in to the Savings Officer (December 30, 2013 or as requested by the Ministry of

	Finance)
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Reporting to the Ministry of Finance, Treasury Board Staff

s.17

Appendix 1.

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s.13, s.17

Appendix 2. Community Services Sector Contract Summary by Ministry

Ministry of Children and Family Development

Topic	Description
The Ministry of Children and Family Development provides a range of programs and services to British Columbian children, youth and families in need. The Ministry has six core business areas: <i>Early Years, Children and Youth with Special Needs (CYSN), Child and Youth Mental Health (CYMH), Child Safety, Family, Youth and Children in Care, Adoption and Youth Justice</i> . The Ministry's services are delivered through MCFD delivery (including direct client services), Delegated Aboriginal Agencies and Community Agencies.	
Description of the Contracts	<p>MCFD contracts out over 50% of its programs and services (close to \$700M of its annual budget). s.13, s.17</p> <p>These are payments under contracts or agreements where the province has significant control over how the transfer is spent.</p> <p>MCFD contracts for a range of services including Early Years services, CYSN services, CYMH services, Child Safety, Family Support, Youth and Children in Care services, Adoption services and Youth Justice services. Child Safety, Family support and Children in Care services make up the highest percentage of MCFD's contract expenditures.</p> <p>The ministry uses the program logic methodology that articulates specific inputs, outputs and outcomes be achieved per program area (i.e. early years, CYSN, CYMH, child safety, adoptions and youth justice) for its contracts through a catalogue of ministry services (for non-residential services) and inventory (for residential services).</p> <p>MCFD serves over 155,000 children and their families, which includes children in care and those receiving youth services, children and youth with mental health and addictions; and children receiving subsidy. This number does not include the significant number of children that may be in receipt of community based services⁷.</p>
Terms of the Contracts	The terms of the contracts are varied – from short term (one year or less) to longer term – multi-year contracts (2 – 5 years). In the last few years, most of the ministry's contracts have been negotiated or re-negotiated to one year terms as the ministry transitions its procurement and contract management practice and processes. It is anticipated that, multi-year contracts (up to 5 years) would be in place after 2013/14 for applicable contracts. Contract renewals currently occur in April and October.

⁷ The scope of the BC population who may be able to access MCFD funded community based services. Actual population in scope for each service line but early years and youth justice is 0 – 18 population, 902,000 (2012). For the early years it is the 0 – 12 population, 593,000 and for youth justice it is the 12 – 18 population, 350,000.

Funding Source	Provincial
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	Size	# of CSSEA ⁹ and Non-CSSEA	Salary/Benefit Component ¹⁰	Pressure Estimate
Contracts ⁸	Very Small – < \$100,00	9120		
	Small- \$100k to \$499k	935		s.17
	Medium - \$500k - \$999k	105		
	Large – > \$1 million	76		
	Contracts with Other Ministries	There are contracts with Health Authorities to deliver services.		
Contractor Capacity Assessment – ability of Contractors to make Adjustments to Accommodate Salary Increases	Small	Contractor capacity needs to be confirmed with various factors needing to be considered. Work will be initiated to determine contractor capacity to accommodate salary increases. s.17		
	Medium			
	Large	s.17		
History of Unit Costs over the Past 5 Years	The ministry does not currently contract for services on a per unit basis.			
History of Contract increases over the Past 5 Years	2006 – 2008 - Negotiated Framework compensation increases and Early Incentive signing bonus for service providers who were members of an employers' association (CSSEA/HEABC). Funding for compensation increases to non-unionized and other service providers of MCFD and CLBC not covered under the bargaining mandate to support and maintain service levels, service quality and service continuity. <ul style="list-style-type: none">• The Public Sector Employers' Council, Ministry of Finance, had overall responsibility for the mandate and for coordinating financial responsibilities resulting from labour negotiations.• MCFD coordinated the Early Incentive and implementation of the ongoing increases.• Treasury Board (TB) Staff approved the allocation of increases against negotiated funding.• Ministry of Health coordinated the implementation of increases for members			

⁸ Includes all MCFD CSSEA, non-CSSEA, non-union and HEABC. Based on 2011/12 data. Complete 2012/13 will be available by May 16, 2013

⁹ 120 CSSEA agencies with 719 contracts valued at \$195.9M

¹⁰ Based on current most complete information –2012/13

	<p>of HEABC.</p> <ul style="list-style-type: none"> • MCFD undertook contract modifications for their CSSEA and HEABC agencies. • A TB submission was jointly drafted between social service ministries (MCFD, MEIA, MAG/PSSG, MOH, MOE and MCS) to obtain funding for the non-union sector and ensure a consistent approach where, feasible, and share information. • Funding was approved for the non-union sector increases.
Known Pressures on Contractors	There are some known pressures, however more work is underway to quantify and establish the scope of these pressures.
Service Considerations	<p>s.17</p> <p>The goal of the ministry is to ensure that service levels to children, youth and families are not reduced and the costs of those services are not increased to support funding the negotiated compensation.</p>

AFFILIATION	2012.13 INCREASES	2013.14 INCREASES	2014.15 INCREASES
HEABC	0.108		
CSSEA*	-		
DAA Union (CSSEA)	0.494		
DAA Non-Union	0.675		
Non-Res Non-Union	-		
Res. Non-Union	-		
FY12.13 Unearned Revenue Offset			
Grand Total	1.277		

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Ministry of Justice

Topic	Description			
Program Area	Ministry of Justice - Victim Services and Crime Prevention Division			
Description of the Contracts	<p>The Community Safety and Crime Prevention Branch, Ministry of Justice contracts with over 200 service providers on more than 400 contracts to deliver victim service and violence against women counselling and outreach programs across the province. Major program types include:</p> <ul style="list-style-type: none"> ▪ Police-based victim service programs ▪ Community-based victim service programs ▪ Stopping the Violence (STV) counselling programs ▪ Outreach and Multicultural Outreach programs ▪ Children Who Witness Abuse programs ▪ ▪ <p style="text-align: right; color: red;">s.13, s.17</p>			
Terms of the Contracts	April 1, 2013 to March 31, 2014			
Funding Source	Provincial			
Contracts	Size	CSSEA or Non-CSSEA Contract Totals	Salary/ Benefit Component	Pressure Estimate Fiscal 14/15 Onwards
	Small – < \$250,000	CSSEA: \$13,539,756 Non-CSSEA: \$14,972,303 Total: \$28,512,059		
	Medium - \$250,000 – \$1 million	CSSEA: \$822,193 Non-CSSEA: \$ 1,058,485 Total: \$1,880,678		s.17
	Large – > \$1 million	N/A		
	TOTAL			
Contracts with Other Ministries	N/A			
Contractor Capacity Assessment – ability of Contractors to make Adjustments to Accommodate Salary Increases	Small			
	Medium			
	Large	s.17		
History of Unit Costs over the Past 5 Years	Unknown			

History of Contract Increases over the Past 5 Years	In 2008/09, victim service programs (both police-based and community-based) received an average contract increase of 22%, their first major increase since programs were restructured in 2002. In 2007/08, 2008-09 and 2009/10 contracted victim service programs received wage increases of 3.2%, 1.6% and 1.6% respectively. Violence against women program contracts have not been substantially increased since 2005/06. The only recent contract increases in both areas were focused on lifts as a result of adoption of the MPP.
Known Pressures on Contractors	Contractors (both CSSEA and non-CSSEA) are in regular contact with the Division regarding funding pressures. s.17
Service Considerations	s.17

Topic	Description					
Program Area	Ministry of Justice - Community Corrections					
Description of the Contracts	Community Corrections operates 55 adult probation offices serving 428 communities across the province, supervising 22,000 clients. Augmenting these services are those provided by contracted agencies. It is difficult to specify the actual number of clients served by a service type, contract or community. Contracted services for clients include: <ul style="list-style-type: none">▪ Native Courtworker Services▪ Community Based Aboriginal Justice Services▪ Relationship Violence Prevention Program▪ Social & Rehabilitative Services▪ Services to IRCS (Intensive Rehabilitative Custody & Supervision) Clients▪ Alcohol and Drug Treatment▪ The contracts are for lump sum amounts with quarterly payments. Pressures have been calculated on the entire amounts of the contracts as there is no simple way to calculate the wage portion only given how the contracts are structured.					
Terms of the Contracts	Typically one year agreements, renewed annually.					
Funding Source	Province with some recoveries from the Federal Department of Justice.					
Contracts	Size	CSSEA or Non-CSSEA	Salary/Benefit Component	Pressure Estimate		
				2013/14	2014/15	Total
	Small – < \$250,000	\$2.136M				
	Medium - \$250,000 - \$1 million		\$1.385M			
	Large – > \$1 million		\$3.594M			
	TOTAL					
Contracts with Other	N/A					

Ministries		
Contractor Capacity Assessment – ability of Contractors to make Adjustments to Accommodate Salary Increases	Small	The vast majority of this group has not seen a lift since the initial 1999 CSSEA / non-CSSEA initiative. <

Ministry of Jobs, Tourism and Skills Training

Topic	Description			
Program Area				
Description of the Contracts	<p>The Ministry of Jobs, Tourism and Skills Training has over 200 contracts under the federally funded Immigration Agreement and likely a very similar amount under the Labour Market Agreement (LMA).</p> <p>Approximately 90% of the applicable contracts are for less than \$2M.</p> <p>The average salary component is around 8% for the majority of the LMA contracts (there is one exception where the salary component is around 30%) and for the Immigration Agreement, it is 85%. This is largely due to the kinds of facilitative services LMA service providers deliver vs direct services immigration service providers deliver.</p>			
Terms of the Contracts	<p>The Immigration Agreement will end on March 31, 2014 and administration will be by the federal government.</p> <p>The Labour Market Agreement is also scheduled to end on March 31, 2014, with contract negotiations in progress.</p>			
Funding Source	s.16, s.17			
Contracts	Size	CSSEA or Non-CSSEA	Salary/Benefit Component	Pressure Estimate
	Small – < \$250,000	\$214.8 M		s.17
	Medium - \$250,000 - \$1 million			
	Large – > \$1 million			
Contracts with Other Ministries				
Contractor Capacity Assessment – ability of Contractors to make Adjustments to Accommodate Salary Increases	Small			
	Medium			
	Large			
History of Unit Costs over the Past 5 Years				
History of Contract increases over the Past 5 Years				
Known Pressures on Contractors				

Service Considerations	
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Ministry of Social Development and Social Innovation - Community Living BC

Topic	Description					
Program Area - Residential Services except Shared Living; Non- residential services including Community Inclusion, Family Support and Respite services except professional supports and direct funded respite.						
Description of the Contracts	Staffed Residential Resources for 2,441 individuals and Supported Living Services for 805 individuals, non residential services for approximately 14,600 all with developmental disabilities, as well as a range of non-residential services for 513 individuals eligible for the PSI program (diagnosed with either Autism Spectrum Disorder or Fetal Alcohol Spectrum Disorder).					
Terms of the Contracts	Two year maximum term, various start and end dates. All with termination clauses of 30, 60 or 90 day notice without cause.					
Funding Source	Provincial					
Contracts – grouped by service provider – numbers shown are a count of service providers in each category; Pressure is expressed as costs within fiscal 2013/14(F), and full annualized cost for 2014/15 (A)	Size	CSSEA or Non-CSSEA	Salary/Benefit Component (\$ millions)	Pressure Estimate (\$ millions)		
				13/14	14/15 Annual	Total Pressure
	Small – < \$250,000	CSSEA - 12 HEABC - 10 Other -1,037				
	Medium - \$250,000 - \$1 million	CSSEA - 26 HEABC - 4 Other - 91				
	Large – > \$1 million	CSSEA - 85 HEABC - 3 Other - 20				
	Totals					
Contracts with Other Ministries	n/a					
Contractor Capacity Assessment – ability of Contractors to make Adjustments to Accommodate Salary Increases	Small					
	Medium					
	Large	s.17				
History of Unit Costs over	Average annual cost per individual receiving residential services (including					

the Past 5 Years	Shared Living which isn't included above) has only increased slightly over last five years - \$66,300 in 2007/08, \$67,100 in 2012/13. Average annual cost per individual for all services has gone down from \$51,300 in 2007/08 to \$46,400 in 2012/13.
History of Contract increases (and Decreases) over the Past 5 Years	<p><u>Decreases</u></p> <p>Service redesign or contract re-negotiation (excluding changes brought about by residential moves or discharges), recoveries of operating surplus, or unearned revenue generated <i>decreases</i> in existing contracting costs for the five years ending March 31, 2013 of \$52.2 million</p> <p><u>Increases</u></p> <p>1)CSSEA, para-professional, HEABC, non-union increases in 2008/09: \$9.9 million</p> <p>2)CSSEA, para-professional, HEABC and non-union increases in 2009/10: \$9.2 million</p> <p>3)Ongoing contract increases to fund Municipal Pension Plan implementation starting in 2010/11 including subsequent rate changes (and accrued but as yet unpaid adjustments for 2012/13): \$14 million (\$10 million in funding provided by the Province)</p> <p>4) Accrued but as yet unpaid amounts for changes to Stat holiday and minimum wage rate increases effective in 2012/13: \$2 million</p>
Known Pressures on Contractors	
Service Considerations	

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Appendix 3. Additional Strategies

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Cooperative Gains Strategy Initiatives

Governance Structure

Prepared by:

Ministry of Children and Family Development

Ministry of Justice

Ministry of Jobs, Tourism and Job Training

Ministry of Social Development and Social Innovation

BC Housing

June 17, 2013

1. Purpose

The purpose of this governance structure is to provide collaborative and coordinated oversight for the delivery of cooperative gains savings initiatives, as outlined in the Cooperative Gains Strategy Initiatives, across the government partner organizations.

2. Government Funding Partners

- Ministry of Social Development and Social Innovation
- Ministry of Justice
- Ministry of Children and Family Development
- Ministry of Jobs, Tourism and Skills Training

3. Background

The Cooperative Gains Mandate provides public sector contracted employers with the ability to negotiate modest compensation increases. In 2013, this led to a ratified agreement between the Community Social Services Employers' Association (CSSEA) and the Community Social Services Bargaining Association (CSSBA) for compensation increases of 1.5% effective April 1, 2013 and an additional 1.5% effective January 1, 2014 to wages and in additional mileage and meal allowances.

These increases will also likely be extended to non-unionized employer organizations and their workers and to excluded management staff as these employees have been recognized in the past. Given that the increases have already taken effect, urgent action on a sector-wide scale must be implemented in fall 2013 to address the estimated \$40 million annualized pressure.

The initiatives in the Savings Plan must be measurable. The Savings Plan may not result in the Ministry requesting additional funding or negatively impact client services. New approaches to how services are delivered may be explored. The initiatives in the Savings Plan must not transfer the costs of providing existing services to clients, the public or to other ministries/provincial agencies.

The Community Social Services sector can be divided into three subsectors: Aboriginal Services, Community Living Services and General Services. Currently this sector provides employee compensation which is almost 10% lower than its comparator sector, Health. Low wages as well as the physical and stressful nature of many of the jobs in this sector cause losses due to Short Term Illness and Injury Plan (STIIP) or high turnover to other sectors. Vacancies that arise often take over 3 months to fill, resulting in productivity loss within the sector.

Quality service provision in this sector is dependent on the individuals delivering the services. The services require a high amount of human interaction and cannot be replaced by technology.

The guiding principles for decision making associated with respect to the Funders savings initiatives include:

1. **Service quality:** Services quality will not be negatively impacted and will be improved when possible
2. **Effective:** Services will be delivered in a manner which is effective and provides the needed supports
3. **Accountable:** Accountabilities associated with savings will be clear and transparent
4. **Efficiency and Sustainability:** What we create has to last and we have to be able to afford it. Funding is focused on actual services and support and not administration

4. Role and Function of the ADM Steering Committee

The function of the Assistant Deputy Ministers Steering Committee is to provide oversight for the successful achievement of the Cooperative Gains Strategy . The Committee has responsibility and oversight in the following areas:

- Endorsing the savings strategies and initiatives;
- Committing to the overall success of the savings strategies and that the savings are achieved;
- Guiding the project to completion and making recommendations for practical next steps;
- Reviewing project performance against the plan;
- Allocating necessary resources to the project;
- Ensuring consistent cross-ministry communication;
- Risk identification and mitigation; and
- Issues management.

5. Role and Function of the Deputy Ministers Steering Committee

The function of the Deputy Ministers Steering Committee is to provide executive level oversight for the successful achievement of the Cooperative Gains Strategy. The Committee has responsibility and oversight in the following areas:

- Providing strategic direction (corporate and ministry);
- Reviewing and resolving issues that have cross-government implications;
- Reviewing recommendations from the ADM Steering Committee;

- Providing a point of escalation for issues that cannot be resolved by the ADM Steering Committee; and,
- Reporting to the Savings Officer.

Savings Officer
(Ministry of Finance)

DM Steering Committee
Chair: Sheila Taylor
SDSI, MCFD, JAG, JTST, PSA,
BC Housing

ADM Steering Committee
Chair: Wes Boyd
SDSI, MCFD, JAG, JTST, PSA,
BC Housing

Project Manager
(SDSI)

Project Resources
SDSI, MCFD, JAG, JTST, PSA,
BC Housing

6. Term

The governance structure shall remain in operation until the substantial completion of the initiative in April 30, 2015, including the submission of the final project status report to the Assistant Deputy Minister/Savings Officer, Strategic Initiatives, Ministry of Finance.

7. Decision Making Authority

The DM Steering Committee has the authority to make strategic decisions (e.g. savings and timeline changes) including recommendations to Treasury Board Staff and/or the Savings Officer, as well as other decisions that may be escalated from the ADM Steering Committee.

The DM Steering Committees shall aim for consensus decision-making, but where consensus cannot be reached, the Chair shall have decision-making authority.

8. Meeting Quorum

A Quorum shall consist of:

- The Chair or designated alternate Chair
- One member or alternate from CFD
- One member or alternate from JAG
- One member or alternate from JTST
- One member or alternate from BC Housing

9. Meeting Frequency

The ADM Steering Committee shall meet quarterly in advance of the reporting to the Savings Officer and/or as required. Extraordinary meetings may be requested by the ADM Steering Committee Chair as required.

The DM Steering Committee shall meet quarterly in advance of the reporting to the Savings Officer and/or as required. Extraordinary meetings may be requested by the DM Steering Committee Chair as required.

Steering Committee members are required to be in attendance, however, alternates are permitted on an exception basis (e.g. vacation, illness). If a member sends an alternate, the alternate shall have delegated decision making authority on the member's behalf.

10. Agenda Items

The agenda is established by the Chair. Any requests for specific agenda items must be forwarded to the chair at least three days prior to the next scheduled meeting.

11. Membership

DM Steering Committee

Sheila Taylor, Deputy Minister, Ministry of Social Development and Social Innovation (Chair)
Mark Sieben, Deputy Minister, Ministry of Children and Family Development
Lori Wannamaker, Deputy Minister, Ministry of Justice
Dave Byng, Deputy Minister, Ministry of Jobs, Tourism and Skills Training
Lynda Tarras, Head of BC Public Service Agency
TBD, BC Housing

ADM Steering Committee

Wes Boyd, Assistant Deputy Minister/Executive Financial Officer, Ministry of Social Development and Social Innovation (Chair)
Anne Sandbu, Assistant Deputy Minister/Executive Financial Officer, Ministry of Children and Family Development
Tara Faganello, Assistant Deputy Minister/Executive Financial Officer, Ministry of Justice
Shannon Baskerville, Assistant Deputy Minister of Labour Market & Immigration Division, Ministry of Jobs, Tourism and Skills Training
Executive Lead, Lean Project Office, Public Service Agency
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