



February 07, 2023

SDPR: 219243
PSEC Secretariat: 498380

Social Services Sector Roundtable
Distribution List

Sent via email

Dear Roundtable Participants:

Re: Funding for Sector Compensation Increases

As you are aware, the Community Social Services Employers' Association (CSSEA) and the Community Social Services' Bargaining Association (CSSBA) recently reached tentative three-year agreements (April 1, 2022 to March 31, 2025) under the Shared Recovery Mandate. These agreements provide general wage increases to members of the bargaining units, as well as additional funding to address issues of mutual concern.

Given the significant negotiated wage increases, provincial funders are aware that the sector is concerned about the resulting implications for the non-union agencies and management salary compression.

Please be advised that the Province will provide the same percentage compensation funding lift to non-union and hybrid (partially unionized) agencies. Funding will also be provided to support management compensation increases consistent with the funding increases for union and non-union compensation. The funding applies to provincially funded services/positions only and are contingent on the completion of the 2022 CSSEA Employee Compensation and Turnover Survey and sharing the resulting agency-level compensation data with provincial funders.

In addition, the Province will provide funding, where applicable, to address the following operating pressures that were identified through the course of CSSBA-CSSEA bargaining:

- funding for the incremental costs associated with the new five-day paid sick leave provisions under the *Employment Standards Act*;

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- funding for the incremental costs associated with the Government’s direction to the B.C. public sector to recognize the National Day of Truth and Reconciliation (September 30) and the Queen Elizabeth II National Day of Mourning (September 16) as paid holidays;
- funding to support two days paid Indigenous Cultural Leave for Indigenous employees; and,
- funding to support the incremental costs of raising mileage reimbursement rates to the Canada Revenue Agency approved rates.

The major provincial funders will aim to provide the funding increases as part of their normal contract renewal process or within four months of ratification of the CSSBA-CSSEA collective agreements, whichever is sooner. The provincial funders will also endeavor to apply, to the extent practical, consistent approaches and methodologies for the funding increases across the different funding programs.

It is important to note that changing caseload pressures and economic conditions could affect the Province’s three-year fiscal plan. The commitments in this letter are subject to appropriation by the Legislature of the required monies on an annual basis as required under s.21 of the *Financial Administration Act*.

While this letter sets out significant new commitments that will provide some immediate funding relief, the provincial funders acknowledge that it does not encompass all the concerns expressed by social service sector agencies. The funding commitments outlined in this letter are not intended to address all issues, nor do we preclude additional funding that may be available through the annual provincial budget process for caseload and other operating pressures. Community social service agencies are encouraged to continue their dialogue with their respective provincial funders about potential improvements to funding programs.

We trust this letter clarifies the Province’s immediate funding intentions with respect to social service sector compensation and we look forward to continued engagement on how to support and improve service delivery across the sector.

Best Regards,



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 Social Service Sector Round Table
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