

**WITHOUT PREJUDICE**

**MEMORANDUM OF AGREEMENT**

**BETWEEN**

**COMMUNITY SOCIAL SERVICES EMPLOYERS' ASSOCIATION ("CSSEA")**

**AND**

**COMMUNITY SOCIAL SERVICES BARGAINING ASSOCIATION ("CSSBA")**

**Re: Supportive Housing - Temporary Market Adjustments (TMAs) - REVISED**

**Whereas:**

CSSEA and CSSBA have continued to negotiate Low Wage Redress (LWR) adjustments to Collective Agreement Wage Grids and the Parties have substantially achieved comparability in wage rates at the top steps of the Wage Grids in relation to the targeted wage grids in the Health Sector;

Government has continued to be supportive of the LWR initiative in the most recent rounds of provincial bargaining to achieve comparability in wage rates for employees in the Community Social Services Sector and the Health Sector;

Government has recently been informed of some classifications in the supportive housing subsector of CSSEA whose wage grids and shift premiums do not align with terms in the Community Health Sub-sector in the Health Sector;

Government wishes to support the temporary adjustment of the wage rates and shift premiums for specific classifications pending a more complete and sustainable solution that could be explored by CSSEA and CSSBA in the next round of bargaining;

CSSEA and CSSBA reached agreement (attached) on July 23, 2024 that addressed identified temporary market adjustments in wage rates;

Government wishes to support the payment of additional temporary market adjustments in wage rates and shift premiums to achieve equality with similarly classified employees in the Community Health Sub-sector; and

The government has allocated a defined amount of funding to support outcomes consistent with this MOA.

**Therefore, the Parties agree as follows:**

1. The Memorandum of Agreement signed by the Parties on July 23, 2024 is extinguished and of no force and effect, and is replaced in full by this Memorandum of Agreement (MOA).

2. The terms of this MOA will take effect no later than the first full pay period following October 1, 2024 (the "Effective Date"), but Employers may implement the MOA in September if they have the capacity to do so.
3. This MOA will only apply to on-site positions/jobs in fully provincially funded supportive housing programs of Employers that provide supportive housing programs funded by BC Housing. Supportive housing is defined as subsidized housing with on-site supports (shelters and housing programs) for single adults, seniors and people with disabilities at risk of or experiencing homelessness. These supports help people find and maintain stable housing. Supportive housing provides a range of on-site, non-clinical supports such as: life skills training, connections to health care, mental health or substance-use services. For clarity this MOA applies only to these provincially funded programs delivered by the attached list of Employers, each of which provides a BC Housing funded supportive housing program, and does not extend to other types of programs such as assisted living, community living, or child and youth residences.
4. This MOA will only apply to the following classifications of employees working in the above programs which have been identified as having wage rates that do not align with the targeted Community Health Sub-sector classifications:
  - a) Adult, Youth and/or Child Worker – Grid 11;
  - b) Residential Child and Youth Worker – Grid 11;
  - c) Special Services Worker – Grid 11;
  - d) Victim Service Worker – Grid 11;
  - e) Unique positions (comparable to Community Health Advocate, Detox Worker 2, Shelter Support Worker, or Support Worker 2) – Grid 11;
5. For each of the above classifications, employees will receive a Temporary Market Adjustment (TMA), (to reach the wage rate noted) as follows as of the Effective Date:
  - o \$ 4.02 at Step 1 (\$31.56);
  - o \$ 3.07 at Step 2 (\$31.56);
  - o \$ 2.39 at Step 3 (\$32.42); and
  - o \$ 1.88 at Step 4 (\$33.49).

The following is added for clarification:

	JJEP Grid 11	TMA	JJEP Grid 11 + TMA
Step 1	\$27.54	\$4.02	\$31.56
Step 2	\$28.48	\$3.07	\$31.56
Step 3	\$30.03	\$2.39	\$32.42
Step 4	\$31.61	\$1.88	\$33.49

6. For further clarification, and with the exception of paragraph #8 below, increment progression to the next Steps on the Wage Grid will continue to be in effect in accordance with the terms of the Collective Agreement (the TMAs are deemed to be an "add to base pay"). Subject to the Municipal Pension Plan (MPP) rules, the parties intend the TMAs to be included in pensionable earnings under the MPP. All other normal deductions from base pay will apply.

7. For each of the above classifications, employees will also receive a Temporary Shift Premium Market Adjustment as follows as of the Effective Date:

(a) "Afternoon shift" is any shift in which 50% or more occurs between 4:00 p.m. and 12:00 midnight. Employees working the Afternoon shift shall be paid a shift premium of 25¢ per hour for the entire Afternoon shift worked.

(b) "Night shift" is any shift in which 50% or more occurs between 12:00 midnight and 8:00 a.m. Employees working the Night shift shall be paid a shift premium of two dollars and fifty cents (\$2.50) per hour for the entire shift worked.

(c) An employee shall be paid a weekend premium of 50¢ per hour of each hour worked between 00:01 hours Saturday and 24:00 hours Sunday.

(d) Where an employee is entitled to more than one premium they shall be compensated for all premiums that apply.

The implementation of this provision will not result in any eligible employee having their existing shift premium(s) reduced.

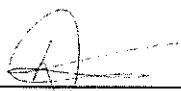
8. Effective the first full pay period following December 1, 2024 and as a further TMA, the parties will adopt the three-step Wage Schedule structure of the Community Health Subsector Collective Agreement by removing Step 1 of the Wage Grid. Employees at Step 1 immediately prior to this effective date shall be placed at the new Step 1 and the employee's increment anniversary date shall then become the effective date of this change.

The following is added for clarification:

JJEP Grid 11 + TMA	
Step 1	\$31.56
Step 2	\$32.42
Step 3	\$33.49

9. The TMAs will apply until the expiration of the current 2022 to 2025 collective agreement, after which this Agreement will be extinguished and will be of no further force or effect. For clarity, the TMAs will apply throughout the period of collective bargaining and until the effective date of the renewal collective agreement. At that time, and subject to any new express agreements in writing between CSSEA and CSSBA, all employees will revert to the Collective Agreement.

SIGNED ON BEHALF OF CSSBA



Dated: August 28, 2024

SIGNED ON BEHALF OF CSSEA



Dated: August 28, 2024

### **Attachment - List of Employers (E&OE)**

1. Archway Society for Domestic Peace
2. Atira Women's Resource Society
3. Burnaby Association for Community Inclusion
4. Campbell River and North Island Transition Society
5. Canadian Mental Health Association for the Kootenays
6. Catholic Charities of the Archdiocese of Vancouver - Men's Hostel
7. Central Okanagan Emergency Shelter Society
8. Chilliwack Community Services
9. Chimo Community Services Society
10. Comox Valley Transition Society
11. Connective Support Society
12. Connective Support Society Kamloops
13. Family Dynamix Association
14. First Unitarian Fellowship of Nanaimo
15. Fraserside Community Services Society
16. Haida Gwaii Society for Community Peace
17. Haven Society: Promoting the Safety of Women, Children, Youth and Families
18. Interior Community Services
19. Ishtar Transition Housing Society
20. Island Crisis Care Society
21. Islanders Working Against Violence Society
22. Kamloops and District Elizabeth Fry Society
23. Ksan House Society
24. Lii Michif Otipemisiwak Family & Community Services Society
25. Nelson CARES Society
26. Nelson Community Services Society
27. North Coast Community Services
28. North Coast Transition Society
29. North Shore Crisis Services Society
30. Options Community Services Society
31. Our Place Society
32. Penticton and District Society for Community Living
33. Plea Community Services Society of British Columbia
34. Powell River & Region Transition House Society
35. Prince George and District Elizabeth Fry Housing Society
36. Rivercity Inclusion Society
37. Sage Haven Society
38. Salt Spring and Southern Gulf Islands Community Services Society
39. SARA for Women Society
40. Sea to Sky Community Services Society
41. Sooke Transition House Society
42. Sources Community Resources Society
43. South Okanagan Women In Need Society
44. South Peace Community Resources Society
45. The Cridge Centre for the Family
46. The Downtown Eastside Women's Centre Association

47. The Elizabeth Fry Society of Greater Vancouver
48. The John Howard Society of North Island
49. The Victoria Cool Aid Society
50. Victoria Women's Transition House Society

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Government has continued to be supportive of the LWR initiative in the most recent rounds of provincial bargaining to achieve comparability in wage rates for employees in the Community Social Services Sector and the Health Sector;

Government has recently been informed of some classifications in the supportive housing subsector of CSSEA whose wage grids do not align with the corresponding wage grids in the Health Sector;

Government wishes to support the temporary adjustment of the wage rates of these specific classifications pending a more complete and sustainable solution that could be explored by CSSEA and CSSBA in the next round of bargaining; and

The government has allocated a defined amount of funding to support outcomes consistent with this MOA.

**Therefore, the Parties agree as follows:**

10. Effective the first pay period following September 1, 2024 (the "Effective Date"), the terms of this Memorandum of Agreement (MOA) will take effect.
11. This MOA will only apply to on-site positions/jobs in fully provincially funded supportive housing programs of Employers that provide supportive housing programs funded by BC Housing. Supportive housing is defined as subsidized housing with on-site supports (shelters and housing programs) for single adults, seniors and people with disabilities at risk of or experiencing homelessness. These supports help people find and maintain stable housing. Supportive housing provides a range of on-site, non-clinical supports such as: life skills training, connections to health care, mental health or substance-use services. For clarity this MOA applies only to

these provincially funded programs delivered by the attached list of Employers, each of which provides a BC Housing funded supportive housing program, and does not extend to other types of programs such as assisted living, community living, or child and youth residences.

12. This MOA will only apply to the following classifications of employees working in the above programs which have been identified as having wage rates that do not align with the targeted Health Sector classifications:

- f) Adult, Youth and/or Child Worker – Grid 11;
- g) Residential Child and Youth Worker – Grid 11;
- h) Special Services Worker – Grid 11;
- i) Victim Service Worker – Grid 11;
- j) Unique positions (comparable to Community Health Advocate, Detox Worker 2, Shelter Support Worker, or Support Worker 2) – Grid 11;

13. For each of the above classifications, employees will receive a Temporary Market Adjustment (TMA) as follows as of the Effective Date:

- o \$2.64 at Step 1;
- o \$1.69 at Step 2;
- o \$1.79 at Step 3; and
- o \$1.88 at Step 4.

14. For clarification, increment progression to the next Steps on the Wage Grid will continue to be in effect in accordance with the terms of the Collective Agreement (the TMAs are deemed to be an “add to base pay”). Subject to the Municipal Pension Plan (MPP) rules, the parties intend the TMAs to be included in pensionable earnings under the MPP. All other normal deductions from base pay will apply.

15. The TMAs will apply until the expiration of the current 2022 to 2025 collective agreement, after which this Agreement will be extinguished and will be of no further force or effect. For clarity, the TMAs will apply throughout the period of collective bargaining and until the effective date of the renewal collective agreement. At that time, and subject to any new express agreements in writing between CSSEA and CSSBA, all employees will revert to the Collective Agreement Wage Schedule.

SIGNED ON BEHALF OF CSSBA

SIGNED ON BEHALF OF CSSEA

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