



## Community Social Services Bargaining Association

**TENTATIVE AGREEMENT HIGHLIGHTS**

**M**any months ago, your bargaining committee asked you to identify your key priorities for bargaining this collective agreement. You responded loudly and clearly. Members in community social services like you identified fair and equitable wages to address the rising costs of living, meaningful rights and recognition for Indigenous workers, sick pay, and supports for mental health and diversity.

Negotiations were tougher than expected, as there were significant differences between us and the employer group on monetary priorities. Your bargaining committee was committed to bringing us all a contract that reflects our priorities, takes care of us as workers and enables us to provide quality care for the people that we support in our work.

This is an agreement we are proud to recommend. We hope you will ratify it with a yes vote.

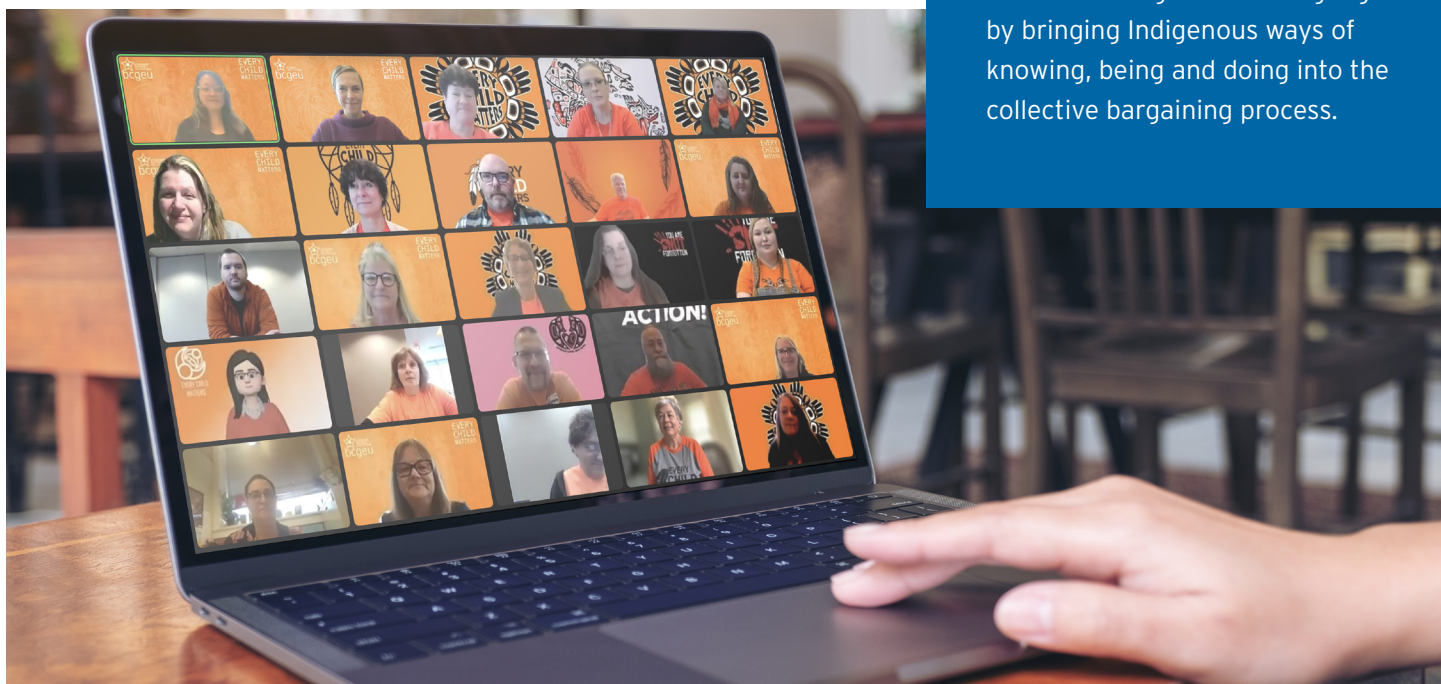
In solidarity,

**Andrea Duncan**

Chair of the Community Social Services Bargaining Association Negotiating Committee  
On behalf of the Community Social Services Bargaining Association

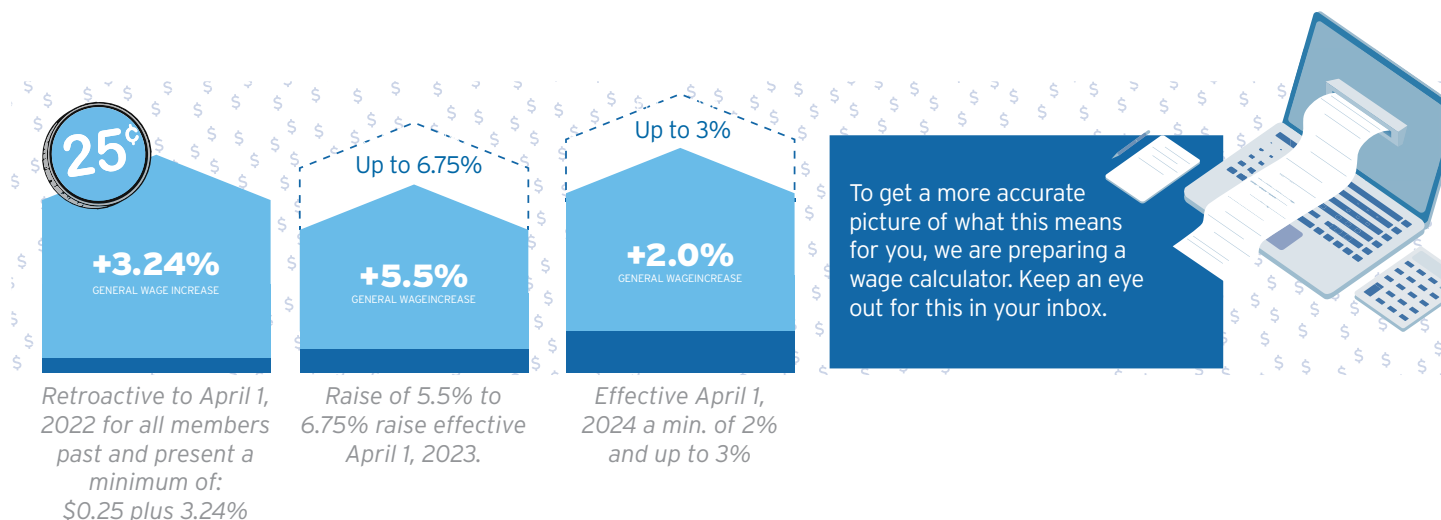
### Specific to Indigenous Services

- Wage parity with Main Public Service Collective agreement
- Reclassification of all existing JJEP jobs under Community Social Service to PSJEP jobs under Main Public Service Collective Agreement
- Retention Incentive payment for all classifications based on hours worked, starting April 1, 2023
- Commitment to gain access to or establish a loan forgiveness, scholarships and bursaries program
- Further Indigenization of collective agreement language, which means making Indigenous led changes to collective agreement language by bringing Indigenous ways of knowing, being and doing into the collective bargaining process.



# Tentative Agreement Highlights

For all three subsector agreements - CLS (Community Living Services), GS (General Services), IS (Indigenous Services)



Raises between 5.5% and 6.75% effective April 1, 2023.



## Low Wage Redress

2.5% for classifications that have not reached their health sector target based on the April 1, 2021 wage rates.



## Health Sector Comparability

\$4.1 million for classifications with FBA comparable jobs during the 2022-2025 term

Additional money for HSP comparability for paraprofessional jobs during the 2022-2025 term



## Better mental health supports, including benefit improvements:

Effective April 1, 2023 - Increase to paramedical expense to \$1000 for registered psychologists, registered clinical counsellors and regular social workers

Effective April 1, 2023 - Addition of an employee and family assistance plan



## Increase to \$0.61 for transportation allowance

Effective April 1, 2023



## Restoration of 100% paid sick leave

Effective April 1, 2024



## Additional training funds

Additional ongoing and one-time monies at approximately \$4M set aside for training and other monetary items.



## Stronger language promoting anti-racism, Indigenous recognition and Reconciliation, equality, diversity and inclusion

Lump sum payment for ECEs

Improvements to language throughout the agreement that promotes anti-racism, Indigenous recognition and Reconciliation, equality, diversity and inclusion.



## Stronger language to address bullying, harassment, safety and health

A number of language improvements under safety and health, layoff and recall, bullying and harassment, and language for regular benefited float positions.