



# FYI



| PLEASE POST |

**Date:** March 6, 2024  
**To:** All BCGEU Members at Wellspring Support Inc.  
**Re:** Your New Collective Agreement Rights

Now that you are members of the BCGEU, you will be covered by the Community Social Services Sectoral Collective Agreement. The non-monetary parts of the agreement are in effect at your workplace as of December 4<sup>th</sup>, 2023.

**The monetary parts of your new collective agreement will take effect on June 5<sup>th</sup>, 2024.**

Your collective agreement spells out your legal rights at work. Your agreement is a sectoral agreement negotiated between workers in community social services represented by an association of unions (CSSBA) and an association of your employers. We negotiate with the collective power of 16,000 community social service workers to achieve higher wages, benefits and better working conditions than a small workplace could get on their own. Our strength is in numbers.

Here are some of the rights you have now under your collective agreement:

- The employer will need to just cause to suspend or dismiss and a union member & the burden of proof is on the employer for disciplinary action
- The right to have steward in any meeting that could lead to discipline and assistance in making sure the rules are followed
- The right to be booked off for union training
- No contracting out that will result in employee layoffs
- Transparent job postings
- A copy of your job description
- Regular Labour Management meetings to deal with issues as they arise

- Seniority rights

You can read your collective agreement [here](#). Talk to stewards at your workplace to learn more about your agreement and how it applies to you and your coworkers.

We are currently preparing for Local Issues negotiations. If you have not yet filled out the survey, please click on this link to fill it out: <https://form.123formbuilder.com/6603099/local-issues-bargaining-questionnaire-wellspring-support>

Your Stewards committee and Staff Representative will be reviewing your survey responses to come up with proposals for a Local Issues Addendum to our collective agreement.

Please mark your calendars for a General Union Meeting on Tuesday, March 19<sup>th</sup> where we will be discussing Local Issues Addendum negotiations. Keep an eye on your email inbox for more details of the meeting.

*In solidarity,*

*Kathleen Mann, Staff Representative*

*Jaela Villegas, Staff Representative – Organizing*

*Kate Banky, Local 301 Chair*

P.S. Stay up to date on union news by signing into BCGEU's Member Portal. Access it with your login at <https://my.bcgeu.ca/> or, if you haven't logged in before, you can sign up for an account here: <https://my.bcgeu.ca/signup>.

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