



News on BARGAINING

PLEASE POST

Date: July 12, 2007

To: All Component 3 Members covered by Sectoral Agreements

Re: Paraprofessional Wage Grids

Paraprofessional Wage Grid for 2006 Finalized

This bulletin summarizes in full the distribution of the “*equity monies*” amount of \$474,879 under Memorandum of Agreement #12 – Joint Job Evaluation Plan of the Community Social Services sectoral collective agreements.

1. Grid Changes

The following grid changes will occur effective April 1, 2006:

Benchmark Title	Old Grid Level	New Grid Level
Residence Nurse	14	16
Occupational Therapist	15	16
Physiotherapist	15	16
Speech Language Pathologist	16	17

Any position supervising the above positions (classified as “*layered over*”) will also change grids to ensure a 1 grid difference in pay between the positions.

Unique jobs requiring a Nursing credential will not be placed in a Grid below that of the Residence Nurse.

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2. The New Wage Grid

The Paraprofessional Wage Grid effective April 1, 2006 is:

Benchmark	Grid Level	Step 1 0 – 2000 h	Step 2 2001 – 4000 h	Step 3 4001 – 6000 h	Step 4 6001 h and up
Children Who Witness Abuse Counsellor	13	\$ 18.49	\$ 19.58	\$ 20.67	\$ 21.76
Accountant	14	\$ 20.24	\$ 21.42	\$ 22.62	\$ 23.80
Addictions Counsellor	14	\$ 20.24	\$ 21.42	\$ 22.62	\$ 23.80
Adult, Youth and/or Child Counsellor	14	\$ 20.24	\$ 21.42	\$ 22.62	\$ 23.80
ESL Instructor	14	\$ 20.24	\$ 21.42	\$ 22.62	\$ 23.80
Family Counsellor	14	\$ 20.24	\$ 21.42	\$ 22.62	\$ 23.80
Infant Development Consultant	14	\$ 20.24	\$ 21.42	\$ 22.62	\$ 23.80
Stopping the Violence Counsellor	14	\$ 20.24	\$ 21.42	\$ 22.62	\$ 23.80
Support Child Care Consultant	14	\$ 20.24	\$ 21.42	\$ 22.62	\$ 23.80
Nutritionist	15	\$ 22.11	\$ 23.40	\$ 24.71	\$ 26.00
Behavioural Therapist	16	\$ 23.90	\$ 25.31	\$ 26.72	\$ 28.13
Clinical Counsellor	16	\$ 23.90	\$ 25.31	\$ 26.72	\$ 28.13
Occupational Therapist	16	\$ 23.90	\$ 25.31	\$ 26.72	\$ 28.13
Physiotherapist	16	\$ 23.90	\$ 25.31	\$ 26.72	\$ 28.13
Residence Nurse	16	\$ 23.90	\$ 25.31	\$ 26.72	\$ 28.13
Speech Language Pathologist	17	\$ 26.17	\$ 27.70	\$ 29.23	\$ 30.78

Point Band	Grid Level	Step 1 0 – 2000 h	Step 2 2001 – 4000 h	Step 3 4001 – 6000 h	Step 4 6001 h and up
650 – 692	13	\$ 18.49	\$ 19.58	\$ 20.67	\$ 21.76
693 – 736	14	\$ 20.24	\$ 21.42	\$ 22.62	\$ 23.80
737 - 780	15	\$ 22.11	\$ 23.40	\$ 24.71	\$ 26.00
781 - 824	16	\$ 23.90	\$ 25.31	\$ 26.72	\$ 28.13
825 - 868	17	\$ 26.17	\$ 27.70	\$ 29.23	\$ 30.78
869 - 912	18	\$ 27.96	\$ 29.60	\$ 31.25	\$ 32.90
913 - 956	19	\$ 29.76	\$ 31.50	\$ 33.26	\$ 35.01
957 - 1000	20	\$ 32.48	\$ 34.38	\$ 36.28	\$ 38.19

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3. Unique Jobs

The following Unique Jobs (sorted by Agency Name and Job Title) have been designated Paraprofessional effective April 1, 2006:

Agency Name	Job Title	Old Grid	New Grid
Arcus Community Resources	All Nursing positions	16	16
Cranbrook Women's Resource Society	Travelling Advocate	15	15
Cythera	Mental Health Counsellor	16	16
Dawson Creek Aboriginal Family Resources	Community Coordinator	17	17
Garth Homer Society	Artworks Coordinator	14	14
Greater Victoria Child and Family Services Society	Music Therapist	15	15
Interior Community Services	Nurse Coordinator	15	17
John Howard Thompson	Nursing Outreach Worker	15	16
PLEA Community Services Society of BC	Family Resource Worker	16	16
PLEA Community Services Society of BC	Family & Individual Counsellor	16	16
PLEA Community Services Society of BC	Family & Individual Counsellor Addictions	16	16
Surrey Delta Immigrant Society	Child & Youth Mental Health Counsellor	16	16
Terrace and District Community Services Society	Residence Nurse	16	16
The Simon Fraser Society for Community Living	Infant Development Program Coordinator	15	15
The Simon Fraser Society for Community Living	Supported Child Development Program Coordinator	15	15
The Simon Fraser Society for Community Living	Family and Individual Support Program Coordinator	15	15
The Simon Fraser Society for Community Living	Family Support Education Liason	14	14
The Simon Fraser Society for Community Living	Family Support Transition Planner	14	14
Victoria Women's Sexual Assault Centre	Victim Services Worker	14	14

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4. When will I receive my pay increase?

If you're affected by these changes, your pay cheque or stub should reflect the change as quickly as possible. Should the rate change not appear on pay cheques or stubs issued after July 31, 2007, please contact your steward. **The deadline for filing grievances on this issue is August 30, 2007.**

Retroactive pay amounts are also due immediately but can take longer for the employers to calculate. These amounts should also be paid as soon as possible but that timing will vary depending on the circumstances of each employer. Should your retroactive amount not be received by September 1st, you should contact your employer to find out why and advise your steward. **The deadline for filing grievances on the retroactive pay issue is September 30, 2007.**

The alterations in the normal grievance timelines have been agreed between the Community Social Services Employers' Association and the BCGEU.

5. Next Steps

The Community Social Services Employers' Association (CSSEA) is currently surveying the employers in the sector to gather data for the April 1, 2007 distribution of equity monies and expects to have this information in the fall. This is to account for changes that will affect the distribution of the April 1, 2007 amount of \$491,593. Once the data is complete the parties will meet to discuss the distribution. This will occur in the fall.

Now that the issues concerning the manner of the distribution have been arbitrated, the distributions for all future years should be concluded on or about the effective date of the monies' availability of April 1st in 2008 and 2009.