Associate Services

About Us

CSSEA provides human resources, labour relations, collective bargaining, and sectoral research to over 150 member agencies, as designated by government. CSSEA is the accredited bargaining agent for its members, negotiating collective agreements across three membership divisions: Indigenous Services, Community Living Services and General Services, which together employ more than 25,000 workers in BC.

Unionized and non-unionized agencies that are not designated CSSEA members can still access our 30+ years of specialized HR/LR expertise by becoming a CSSEA Associate. Our Associate services offer a cost-effective alternative to labour lawyers and private consultants, and leverage CSSEA's existing relationships with unions, knowledge of similar agencies and relevant case law, as well as provincial government policies.

Why CSSEA?

We are a nimble organization that provides timely and effective customer service by building on the familiarity we have with hundreds of other social services agencies — large and small, not-for-profit and private, those that provide community living, housing, child and family services, violence prevention and respite — in short, organizations just like yours.

Our staff are skilled HR professionals with extensive experience in the social services sector and also includes lawyers who will represent you more cost-effectively than labour lawyers from big law firms. CSSEA offers full spectrum human resource and labour relations services in a single location.

Our Services

BARGAINING - CSSEA's experienced bargaining team has a proven track record of achieving successful settlements on behalf of our Associate members and can negotiate your collective agreement(s). This can be a lengthy and complex process and is performed by CSSEA staff at a flat rate fee.

HUMAN RESOURCES - Associate members have access to HR best practices and advice in areas such as policies and procedures, performance management, attendance management and discipline. You will also have access to our members-only website for up-to-date resources.

LABOUR RELATIONS - Agencies will be assigned a CSSEA HR/LR Consultant who can provide advice and representation in areas such as union certification matters, collective agreement interpretation and administration, human rights issues and other dispute resolution procedures.

RESEARCH AND KNOWLEDGE MANAGEMENT - CSSEA's Research and Knowledge Management department collects data on the community social services sector to generate reports on employee turnover, compensation, benefits and other HR metrics. The team also provides job classification and compensation plan design services, and supports bargaining by costing monetary proposals.

PROFESSIONAL DEVELOPMENT - CSSEA's annual conference offers curated workshops and expert presentations that address a range of topical human resources and labour relations issues. Attracting nearly 300 HR/LR leaders from across BC's community social services sector, the conference provides an ideal venue to exchange ideas with like-minded leaders. Associate members have access to CSSEA conferences at member rates.

Fees

CSSEA offers packages and à la carte services aimed to meet the varying needs of your agency

Service Packages	Annual Fees (subject to GST)
Bargaining, including HR/LR consulting services (based on a 3-year term)	$15,000* (unusually high or complex workloads may incur extra fees)
HR/LR Consulting (up to 40 hours per year)	$6,500
Members-Only Website and Events Subscription	$295

*Based on renewal of one existing collective agreement. Travel costs and expenses not included

A la Carte	Hourly Fees (subject to GST)
Collective Bargaining	$250
HR/LR Consulting	$250
Compensation Policy/Plan Design	$200
Job Evaluation	$150

For more information visit cssea.bc.ca

To learn more about becoming a CSSEA Associate, including full terms and exclusions on the various levels of service, contact us at: cssea@cssea.bc.ca.

COMMUNITY SOCIAL SERVICES
CSSEA
EMPLOYERS' ASSOCIATION OF BC