



February 06, 2023

SDPR: 219243  
PSEC Secretariat: 498380

Rod Santiago,  
Board Chair  
Community Social Services Employers' Association  
[Rod.Santiago@archway.ca](mailto:Rod.Santiago@archway.ca)

Dear Rod Santiago:

**Re: Funding for matters tangential to the 2022-2025 CSSEA-CSSBA Collective Agreements**

As you are aware, the Community Social Services Employers' Association (CSSEA) and the Community Social Services' Bargaining Association (CSSBA) recently reached tentative three-year agreements (April 1, 2022 to March 31, 2025) under the Shared Recovery Mandate. These agreements provide general wage increases to members of the bargaining units, as well as additional funding to address issues of mutual concern.

In its February 06, 2023, letter to you, the Public Sector Employers' Council Secretariat (PSEC Secretariat) has already confirmed that Government will provide the funds required to address the costed compensation increases negotiated in the collective agreements, based on the costing provided to the PSEC Secretariat during collective bargaining.

The sector's major provincial funders are aware that the CSSEA employers' bargaining caucus expressed concerns about the adequacy of funding for pre-existing operating pressures or new pressures collateral to the compensation increases negotiated in the collective agreements. It is our understanding that employers are particularly concerned about management salary compression and inversion, as well as the recruitment and retention of non-union employees.

Following the ratification of the CSSEA-CSSBA collective agreements, Government can confirm that, where applicable, funding will be provided to address the following items:

- Equivalent funding for non-union employee compensation. Partially unionized CSSEA members (i.e. hybrid agencies) will receive the same percentage funding lift for their non-union compensation base as provided for their unionized compensation base.
- Funding for management compensation. Funding will be provided to support management compensation increases consistent with the funding increases for union and non-union compensation.

.../2

- Funding for the incremental costs associated with the new 5-day paid sick leave provisions under the Employment Standards Act.
- Funding for the incremental costs associated with the Government's direction to the B.C. public sector to recognize the National Day of Truth and Reconciliation (September 30) and the Queen Elizabeth II National Day of Mourning (September 16) as paid holidays.
- Funding to support two days paid Indigenous Cultural Leave for Indigenous employees.
- Funding to support the incremental costs of raising mileage reimbursement rates to the Canada Revenue Agency approved rates.

The major provincial funders will aim to provide the funding increases as part of their normal contract renewal process or within four months of ratification, whichever is sooner. The provincial funders will also endeavor to apply, to the extent practical, consistent approaches and methodologies for the funding increases across the different funding programs.

The funding commitments apply to provincially funded services/positions only and are contingent on the completion of the 2022 CSSEA Employee Compensation and Turnover Survey and sharing the resulting agency-level compensation data with provincial funders.

It is important to note that changing caseload pressures and economic conditions over the three-year term of the CSSEA-CSSBA collective agreements could affect the Province's fiscal plan. The commitments in this letter are subject to appropriation by the Legislature of the required monies on an annual basis as required under s.21 of the Financial Administration Act.

While this letter sets out significant new commitments that will provide some immediate funding relief, the provincial funders acknowledge that it does not encompass all the concerns expressed by CSSEA member agencies. This letter is not intended to address all issues, nor does it preclude additional funding that may be available through the annual provincial budget process for caseload and other operating pressures. Community social service agencies are encouraged to continue their dialogue with their respective provincial funders about potential improvements to funding programs.

We trust this letter will help inform your deliberations during the ratification process and we look forward to continued engagement on how to support and improve service delivery across the sector.

Best Regards,



David Galbraith  
Deputy Minister,  
Ministry of Social Development and  
Poverty Reduction

.../3



Douglas Scott  
Deputy Solicitor General,  
Ministry of Public Safety and Solicitor  
General



Teri Collins  
Deputy Minister,  
Ministry of Housing



Allison Bond  
Deputy Minister,  
Ministry of Children and Family  
Development



Jonathan Dube  
Associate Deputy Minister,  
Health Systems Operations  
Ministry of Health

Pc: John Davison  
President & CEO, Public Sector Employers' Council Secretariat

Gentil Mateus  
CEO, Community Social Service Employers' Association

Ross Chilton  
CEO, Community Living BC

Vincent Tong  
A/CEO, BC Housing Management Commission