

MEMORANDUM OF AGREEMENT XX
Supportive Housing – Temporary Market Adjustments (TMAs)

Whereas:

CSSEA and CSSBA have continued to negotiate Low Wage Redress (LWR) adjustments to Collective Agreement Wage Grids and the Parties have substantially achieved comparability in wage rates at the top steps of the Wage Grids in relation to the targeted wage grids in the Health Sector;

Government has continued to be supportive of the LWR initiative in the most recent rounds of provincial bargaining to achieve comparability in wage rates for employees in the Community Social Services Sector and the Health Sector, **and in particular has supported equitable compensation for supportive housing workers by funding temporary adjustments to wage rates and shift premiums for specified supportive housing workers in the social services sector through temporary market adjustments;**

~~Government has recently been informed of some classifications in the supportive housing subsector of CSSEA whose wage grids and shift premiums do not align with terms in the Community Health Sub-sector in the Health Sector;~~

Government transferred eligible supportive housing agencies to the health sector in July, 2025;

Government wishes to **continue to** support the temporary adjustment of the wage rates and shift premiums for specific classifications **remaining in the Community Social Services sector,** pending a more complete and sustainable solution; ~~that could be explored by CSSEA and CSSBA in the next round of bargaining;~~

CSSEA and CSSBA reached agreement ~~on July 23, 2024~~ **on August 28, 2024 (attached)** that addressed identified temporary market adjustments in wage rates **and shift premiums. This memorandum of agreement continues that agreement and allows for adjustment in wage rates and shift premiums to remain in alignment with those found in the Community Health Collective Agreement, while recognizing that wage and shift premium adjustments must not exceed those of similarly classified employees under the Community Health Collective Agreement;**

Funding for temporary market adjustments under the August 28, 2024 Agreement is fixed and ongoing; and

Ongoing low wage redress and successive rounds of bargaining are expected to achieve equity with similarly classified roles under the Community Health Agreement.

~~Government wishes to support the payment of additional temporary market adjustments in wage rates and shift premiums to achieve equality with similarly classified employees in the Community Health Sub-sector; and~~

~~The government has allocated a defined amount of funding to support outcomes consistent with this MOA.~~

Therefore, the Parties agree as follows:

1. The Memorandum of Agreement signed by the Parties on **August 28, 2024** ~~July 23, 2024~~ is extinguished and of no force and effect, and is replaced in full by this Memorandum of Agreement (MOA) **upon ratification of the 2025 to 2029 CSSEA/CSSBA Collective Agreement.**

2. ~~The terms of this MOA will take effect no later than the first full pay period following October 1, 2024 (the “Effective Date”), but Employers may implement the MOA in September if they have the capacity to do so.~~
3. This MOA will only apply to on-site positions/jobs in fully provincially funded supportive housing programs of Employers that provide supportive housing programs funded by BC Housing. Supportive housing is defined as subsidized housing with on-site supports (shelters and housing programs) for single adults, seniors and people with disabilities at risk of or experiencing homelessness. These supports help people find and maintain stable housing. Supportive housing provides a range of on-site, non-clinical supports such as: life skills training, connections to health care, mental health or substance-use services. For clarity this MOA applies only to these provincially funded programs delivered by the attached list of Employers, each of which provides a BC Housing funded supportive housing program, and does not extend to other types of programs such as assisted living, community living, or child and youth residences.
4. This MOA will only apply to the following classifications of employees working in the above programs which have been identified as having wage rates that do not align with the targeted Community Health Sub-sector classifications:
 - a) Adult, Youth and/or Child Worker – Grid 11;
 - b) Residential Child and Youth Worker – Grid 11;
 - c) Special Services Worker – Grid 11;
 - d) Victim Service Worker – Grid 11;
 - e) Unique positions (comparable to Community Health Advocate, Detox Worker 2, Shelter Support Worker, or Support Worker 2) – Grid 11;
5. For each of the above classifications, employees will receive a Temporary Market Adjustment (TMA), (to reach the wage rate noted) as follows. ~~as of the Effective Date:~~ **Effective the first full pay period on or after April 1, 2025, these amounts are as follows:**
 - ~~○ \$ 4.02 at Step 1 (\$31.56);~~
 - ~~○ \$ 3.07 at Step 2 (\$31.56);~~
 - ~~○ \$ 2.39 at Step 3 (\$32.42); and~~
 - ~~○ \$ 1.88 at Step 4 (\$33.49).~~

~~The following is added for clarification:~~

	JJEP Grid 11	TMA	JJEP Grid 11 + TMA
Step 1 – N/A	<u>N/A</u>	<u>N/A</u>	<u>N/A</u>
Step 2	<u>\$29.34</u>	<u>\$3.17</u>	<u>\$32.51</u>
Step 3	<u>\$30.93</u>	<u>\$2.46</u>	<u>\$33.39</u>
Step 4	<u>\$32.56</u>	<u>\$1.72</u>	<u>\$34.28</u>

The TMAs for the 2026, 2027, and 2028 years are still to be determined and will be finalized upon finalization of wage rates under the Community Health Collective Agreement.

6. For further clarification, and with the exception of paragraph #8 below, increment progression to the next Steps on the Wage Grid will continue to be in effect in accordance with the terms of the Collective Agreement (the TMAs are deemed to be an “add to base pay”). Subject to the Municipal Pension Plan (MPP) rules, the parties intend the TMAs to be included in pensionable earnings under the MPP. All other normal deductions from base pay will apply.

7. For each of the above classifications, employees will also receive a Temporary Shift Premium Market Adjustment as follows ~~as of the Effective Date:~~

(a) "Afternoon shift" is any shift in which 50% or more occurs between 4:00 p.m. and 12:00 midnight. Employees working the Afternoon shift shall be paid a shift premium of 25¢ per hour for the entire Afternoon shift worked. **Effective the first pay period on or after April 1, 2026, this shift premium is increased to 45 cents per hour, and effective the first pay period on or after April 1, 2028 this shift premium is increased to 75 cents per hour.**

(b) "Night shift" is any shift in which 50% or more occurs between 12:00 midnight and 8:00 a.m. Employees working the Night shift shall be paid a shift premium of two dollars and fifty cents (\$2.50) per hour for the entire shift worked.

(c) An employee shall be paid a weekend premium of 50¢ per hour of each hour worked between 00:01 hours Saturday and 24:00 hours Sunday. **Effective the first pay period on or after April 1, 2028, this shift premium is increased to \$1.00 per hour.**

(d) Where an employee is entitled to more than one premium they shall be compensated for all premiums that apply.

The implementation of this provision will not result in any eligible employee having their existing shift premium(s) reduced.

- ~~8. Effective the first full pay period following December 1, 2024 and as a further TMA, the parties will adopt the three step Wage Schedule structure of the Community Health Subsector Collective Agreement by removing Step 1 of the Wage Grid. Employees at Step 1 immediately prior to this effective date shall be placed at the new Step 1 and the employee's increment anniversary date shall then become the effective date of this change.~~

The following is added for clarification:

	JEP Grid 11 + TMA
Step 1	\$31.56
Step 2	\$32.42
Step 3	\$33.49

9. The TMAs will apply until the expiration of the current **2025 to 2029** ~~2022 to 2025~~ collective agreement, **or until low wage redress and negotiated adjustments result in equity with similar positions under the community health agreement, whichever comes first. At the expiry of the 2025 to 2029 collective agreement** ~~after which~~ this Agreement will be extinguished and will be of no further force or effect. For clarity, the TMAs will apply throughout the period of collective bargaining and until the effective date of the renewal collective agreement. At that time, and subject to any new express agreements in writing between CSSEA and CSSBA, all employees will revert to the Collective Agreement.

Attachment - List of Employers (E&OE)

Archway Society for Domestic Peace
Burnaby Association for Community Inclusion
Canadian Mental Health Association for the Kootenays
Chilliwack Community Services
Chimo Community Services Society
Connective Support Society
Connective Support Society Kamloops
Family Dynamix Association
First Unitarian Fellowship of Nanaimo
Fraserside Community Services Society
Haida Gwaii Society for Community Peace
Interior Community Services
Kamloops and District Elizabeth Fry Society
Lii Michif Otipemisiwak Family & Community Services Society
Nelson CARES Society
Nelson Community Services Society
North Coast Community Services
Options Community Services Society
Penticton and District Society for Community Living
PLEA Community Services Society of British Columbia
Prince George and District Elizabeth Fry Housing Society
Rivercity Inclusion Society
Salt Spring and Southern Gulf Islands Community Services Society
Sea to Sky Community Services Society
Sources Community Resources Society
South Peace Community Resources Society
The Cridge Centre for the Family
The John Howard Society of North Island
Victoria Women's Transition House Society