



Funders Meeting 2016/17

Collective Agreement and Other Costs

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Provincial Funding Profile

#	Funder	# of Agencies	Annual Funding	% of Total
1	Community Living BC	74	\$312,602,352	56.82%
2	Children and Family Development	72	\$134,799,156	24.50%
3	BC Housing	68	\$36,822,952	6.69%
4	Social Development and Social Innovation	30	\$19,599,383	3.56%
5	Fraser Health Authority	13	\$13,848,484	2.52%
6	Justice	36	\$8,710,536	1.58%
7	Vancouver Island Health Authority	11	\$8,248,442	1.50%
8	Jobs, Tourism, and Skills Training	11	\$4,874,923	0.89%
9	Vancouver Coastal Health Authority	7	\$2,586,320	0.47%
10	Interior Health Authority	13	\$1,893,707	0.34%
11	Provincial Health Services Authority	10	\$1,811,241	0.33%
12	Community, Sport, and Cultural Development	4	\$1,287,363	0.23%
13	Northern Health Authority	4	\$849,999	0.15%
14	Education	7	\$785,938	0.14%
15	Finance	9	\$706,932	0.13%
16	Aboriginal Relations and Reconciliation	3	\$666,199	0.12%
17	Health	3	\$64,742	0.01%
18	Transportation and Infrastructure	1	\$552	0.00%
			\$550,159,221	100.00%

Source: 2015 Compensation and Employee Turnover Survey

Note: Preliminary distribution based on 118 agencies

Economic Stability Dividend

- **0.45% Wage Increase effective February 1, 2016**
- Economic Stability Dividend applies to union and non-union positions
- February 1, 2016 wage grid will be available before the end of the year

Illustrations:

Residence Worker

- Annualized base salary = **\$37,069.50** (rate calculated at **1,950** hours per FTE, **Step 4** hourly rate = **\$19.01**)
- Annual increase provided by the 0.45% dividend = **\$166.81** per year or **\$13.90** per month

Adult, Youth and/or Child Worker

- Annualized base salary = **\$39,624.00** (rate calculated at **1,950** hours per FTE, **Step 4** hourly rate = **\$20.32**)
- Annual increase provided by the 0.45% dividend = **\$178.31** per year or **\$14.86** per month

Comparability and Anomaly Wage Adjustment

- **2.5% Wage Increase effective April 1, 2016**
- Comparability and Anomaly Wage Adjustment applies to all union and non-union positions
- April 1, 2016 wage grid will be available before the end of the year

Transportation and Meal Allowances

Transportation Allowance

	April 1, 2013	April 1, 2016
For CLS/GS	\$0.45	\$0.46
For AS	\$0.49	\$0.50

Meal Allowance

	April 1, 2015	April 1, 2016
Breakfast	\$10.10	\$10.25
Lunch	\$12.37	\$12.56
Dinner	\$21.46	\$21.78

Extended Health Care

- Effective April 1, 2016, oral contraceptives will be added to the prescription drug coverage list.
- **EHC premium was estimated to increase by 3.8%** (weighted average)

Canada Pension Plan (CPP)

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Year's Maximum Pensionable Earnings (YMPE)	<ul style="list-style-type: none"> The current (2015) YMPE is \$53,600. 	<ul style="list-style-type: none"> \$54,900, <u>an increase of 2.42%</u> from current YMPE
Year's Basic Exemption (YBE)	<ul style="list-style-type: none"> YBE of \$3,500 has been in effect since 1996 	<ul style="list-style-type: none"> No change – YBE will remain at \$3,500
CPP Contribution Rate	<ul style="list-style-type: none"> The contribution rate is applied to employment earnings that exceed YBE up to the YMPE The current (2015) contribution rate of 4.95% for employer and employee is in place since 2003 	<ul style="list-style-type: none"> No change in contribution rate for both the employer and employee (9.9% combined)
Maximum Annual Contribution	<ul style="list-style-type: none"> Maximum annual contribution amounts in 2015 for both the employer and employee is \$2,479.95. 	<ul style="list-style-type: none"> The maximum annual contribution amounts in 2016 for both employer and employee is \$2,544.30.

Employment Insurance (EI)

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El Contribution Rate	<ul style="list-style-type: none"> The Department of Finance Canada announced that EI rates will remain the same for the next 2 years until 2016 for Canadian Workers Outside of Quebec. The employer contribution rate is 1.4 X the employee rate. Current (2014) EI employer contribution rate is \$2.632 per \$100 of insurable earnings. Current (2015) EI employee contribution rate is \$1.88 per \$100 of insurable earnings. 	<ul style="list-style-type: none"> No change
Maximum Annual Insurable Earnings (for all Canadian employees)	<ul style="list-style-type: none"> The contribution rates noted above apply to maximum annual insurable earnings. In 2015, the maximum annual insurable earnings is \$49,500. 	<ul style="list-style-type: none"> \$50,800, an increase of 2.62% from current maximum annual insurable earnings.
Maximum Annual Contribution	<ul style="list-style-type: none"> Maximum annual contribution amounts in 2015 are \$1,302.84 for employer and \$930.60 for employee. 	<ul style="list-style-type: none"> The maximum annual contribution amounts in 2016 are \$1,337.06 for employer and \$955.04 for employee.

WorkSafe BC

WorkSafe BC (Workers' Compensation)		
Assessment Rates	<ul style="list-style-type: none"> • Current (2015) average base rate is \$1.70 per \$100 of insurable earnings. • Majority of social services sector employees fall under six (6) classification units (CU) • The current (2015) base rates per \$100 of insurable earnings for the six (6) classification units (CU) are as follows: <ul style="list-style-type: none"> - Counselling or Social Services: \$1.03 - Residential Social Services: \$2.13 - Short Term Care: \$1.76 - Daycare Centre, Preschool, or Playschool: \$1.03 - Life and Jobs Skills Training: \$1.92 - Long Term Care: \$2.66 	<ul style="list-style-type: none"> • No change – 2016 average base rate is \$1.70 per \$100 of insurable earnings. • <u>80% to 85% of social services sector employees are getting a significant increase</u> in WorkSafe BC premium rates. • The 2016 base rates rates per \$100 of insurable earnings for the six (6) classification units (CU) are as follows: <ul style="list-style-type: none"> - Counselling or Social Services: \$1.19 - Residential Social Services: \$2.39 - Short Term Care: \$2.10 - Daycare Centre, Preschool, or Playschool: \$1.14 - Life and Jobs Skills Training: \$2.30 - Long Term Care: \$2.42
Maximum wage per worker	<ul style="list-style-type: none"> • Current (2015) maximum wage per worker: \$78,600 	<ul style="list-style-type: none"> • 2016 maximum wage per worker is \$80,600

Other Costs

Medical Services Plan (MSP)

Monthly Premium Rates (2015)	Projection for 2016
<ul style="list-style-type: none">Current (2015) monthly rates: \$72.00 Single / \$130.50 Family of Two / \$144.00 Family of Three or More	MSP monthly premium rates effective January 1, 2016 will be <u>increasing by 4.0%</u> to: \$75.00 Single / \$136.00 Family of Two / \$150.00 Family of Three or More

Extended Health Care (EHC)*

	Projections for 2016
<ul style="list-style-type: none">2015 Average Benefit Increase Blended rate 1.47%Rates vary by employer and employee groupMercer Projection for 2016: 6% to 10%	<ul style="list-style-type: none">2016 Average Benefit Increase Blended rate 5.73%Rates vary by employer and employee group

Note:

- * - Effective April 1, 2016, oral contraceptives will be added to the prescription drug coverage list.

Other Costs

Dental

	Projections for 2016
<ul style="list-style-type: none">2015 Average Benefit Increase Blended rate 0.28%Rates vary by employer and employee group	<ul style="list-style-type: none">2016 Average Benefit Increase <u>Blended rate</u> 5.95%Rates vary by employer and employee group
<ul style="list-style-type: none">Mercer Projection for 2016: 5% to 8%	

Group Life

	Projections for 2016
<ul style="list-style-type: none">2015 Average Benefit Increase Blended rate 0.46% <p>Rates vary by employer and employee group</p>	<ul style="list-style-type: none">2016 Average Benefit Increase <u>Blended rate</u> 1.57%Rates vary by employer and employee group
<ul style="list-style-type: none">Mercer Projection for 2016: 5% to 10%	

Other Costs

Accidental Death and Dismemberment (AD&D)

	Projections for 2016
<ul style="list-style-type: none">2015 Average Benefit Increase Blended rate -25.06% Rates vary by employer and employee group	<ul style="list-style-type: none">2016 Average Benefit Increase <u>Blended rate</u> 5.0%Rates vary by employer and employee group

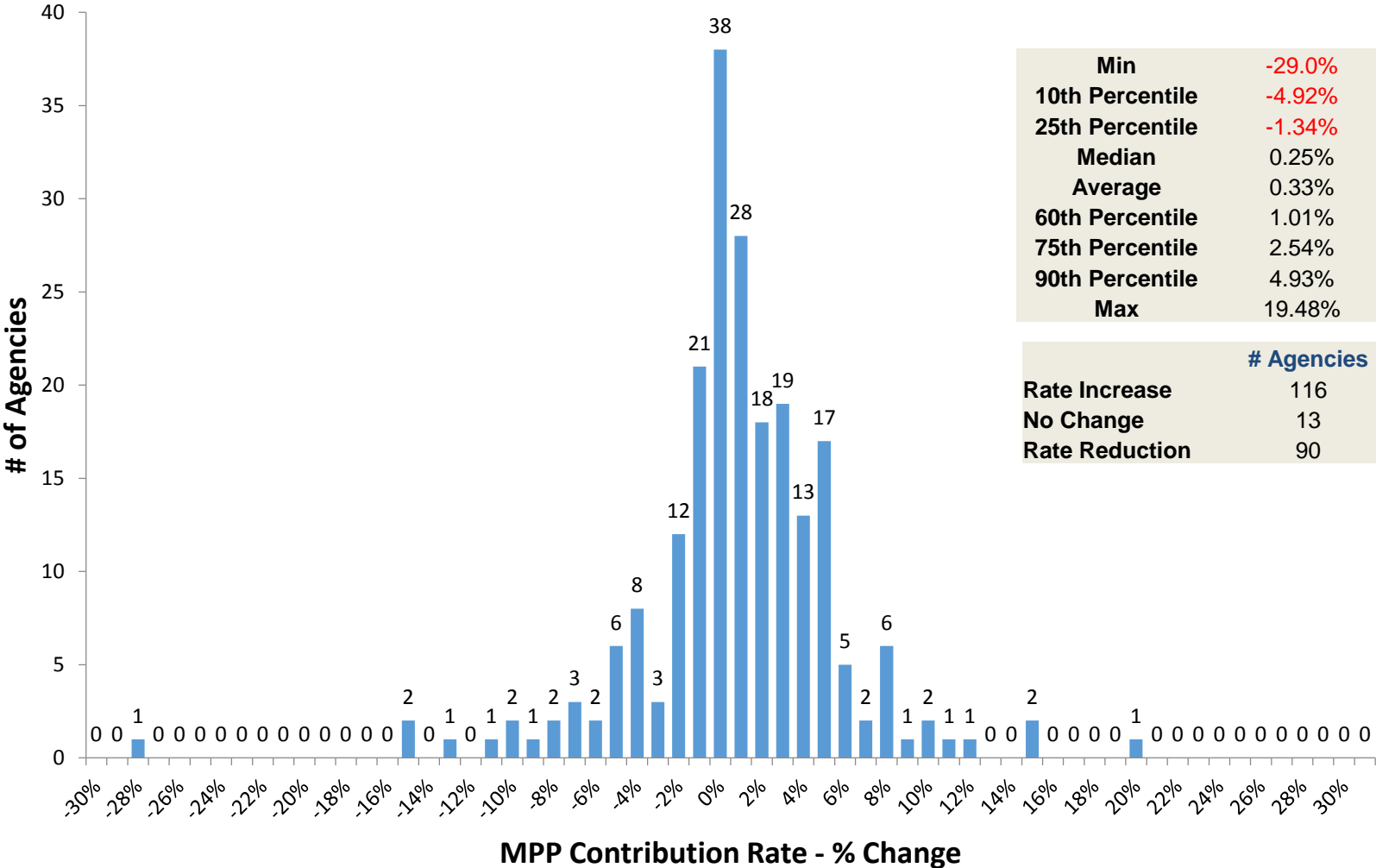
Long Term Disability

	Projections for 2016
<ul style="list-style-type: none">2015 Average Benefit Increase Blended rate -6.95% Rates vary by employer and employee group	<ul style="list-style-type: none">2015 Average Benefit Increase <u>Blended rate</u> 4.92%Rates vary by employer and employee group
<ul style="list-style-type: none">Mercer Projection for 2016: 10% to 15%	

Municipal Pension Plan (MPP)

MPP Contribution Rate

% Change 2015/16 to 2016/17



Rate effective July 1, 2015 to June 30, 2016

Collective Agreement Cost Increases 2017/2018

Effective Date	Monetary Items
February 1, 2017	1.0% General Wage Increase
	Economic Stability Dividend based on 2016 GDP
April 1, 2017	2.5% Comparability Increase 0.5% GWI directed to address anomalies
	Transportation Allowance: \$0.47 for CLS/GS; \$0.51 for AS
	Meal Allowance: B - \$10.41 / L - \$12.75 / D - \$22.11
	A maximum of \$100 every 24 months for eye exams.
	Increase to a maximum of 80% of \$350 per person per 24 month period To coverage for prescription eyeglasses or equivalent corrective laser surgery to the maximum allowed.

Preliminary Estimate – Bargaining Unit Employees

	2015/2016					2016/2017				
	Wages	Wage Impacted Benefits	Non-Wage Impacted Benefits	Total	% of Total Compensation	Wages	Wage Impacted Benefits	Non-Wage Impacted Benefits	Total	% of Total Compensation
Collective Agreement Costs										
Economic Stability Dividend 0.45% wage increase	\$271,462	\$47,562		\$319,024	0.07%	\$1,628,774	\$285,371		\$1,914,145	0.42%
Comparability and Anomaly - 2.5% wage increase						\$9,089,463	\$1,592,529		\$10,681,991	2.37%
Extended Health Care: Add Oral Contraceptives								\$228,520	\$228,520	0.05%
Total	\$271,462	\$47,562	\$0	\$319,024	0.07%	\$10,718,237	\$1,877,900	\$228,520	\$12,824,657	2.84%

Transportation Allowance									\$ 84,161	0.02%
Meal Allowance									\$ 3,922	0.001%
Total									\$ 88,083	0.02%

Other Costs

WCB							\$941,362		\$941,362	0.21%
LTD							\$473,587		\$473,587	0.11%
MPP							\$73,566		\$73,566	0.02%
Extended Health								\$344,585	\$344,585	0.08%
Dental								\$590,600	\$590,600	0.13%
Group Life								\$11,112	\$11,112	0.002%
AD&D								\$8,641	\$8,641	0.002%
MSP								\$347,124	\$347,124	0.08%
Total							\$1,488,514	\$1,302,062	\$2,790,577	0.62%

Source: 2015 Compensation and Employee Turnover Survey preliminary data

Highlights Summary

- 2016/17 CA total compensation increases will be 2.84 %
- Additional other compensation costs of 0.62 %
- Timeliness of the flow of the additional funding
- Deficit in staff training and education
- Lessons from 2015/16 and the value of congruent messaging

Questions, feedback and suggestions

