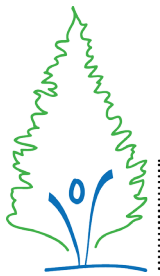


Nominate and Celebrate a Community Social Services Star

NEW BC COMMUNITY SOCIAL SERVICES AWARDS OF EXCELLENCE TO RECOGNIZE SECTOR'S BEST

Do you know someone working for a CSSEA member who deserves recognition? We think it's time to celebrate and appreciate the dedication of these heroes who support people with physical, mental and developmental disabilities, at-risk youth, women experiencing family violence, and children who witness abuse. Employees are, after all, the most important asset of BC's publicly funded community social services sector.



First Annual
BC
Community
Social Services
Awards of Excellence

Launched on May 1, the first annual *BC Community Social Services Awards of Excellence* sponsored by TELUS is designed to recognize extraordinary employee contributions to clients and their families and in doing so, elevate the profile of the sector in BC.

"We are excited to celebrate the accomplishments of the outstanding workers in the community social services sector," said Gentil Mateus, CEO of CSSEA. "Recognizing these extraordinary employees is a meaningful way to showcase the important work community social services workers perform every day in our province."

Awards will be presented in four categories:

- **Rising Star:** An individual with less than five years' experience in the community social services sector who demonstrates early success and great promise as a future leader

- **Hero:** Someone who goes the extra mile to make a difference in community social services – someone all staff can look to for inspiration
- **Leader:** A formal or informal leader, mentor, or team builder who has brought fresh ideas to the social services field and created positive and lasting change
- **Legend:** An individual with 15 or more years of experience in the community social services sector who has made extraordinary contributions to the community and to the sector.

The winners will be recognized and celebrated at the Awards Luncheon as part of the 2015 Annual General Meeting on October 5 in Vancouver. Winners will receive a framed certificate, a \$100 donation in his or her name to a charity of the winner's choice, a copy of the video vignette showcasing his or her work, and a TELUS gift. In addition, CSSEA will provide travel and accommodation for each winner and a guest to attend the luncheon.

"As a community-oriented company, TELUS is pleased to be a part of this important initiative to support the community social services sector," said David Wilkins, Senior Account Manager, TELUS Business Solutions. "We look forward to recognizing four outstanding individuals who make a real difference in the community through their dedicated work."

Nominations for the first annual BC Community Social Services Awards of Excellence are open. To nominate a colleague and learn more about the Awards of Excellence, please visit awards.bccss.ca. The deadline for nominations is June 10.

THE SOCIAL SERVICES SECTOR'S JOB CLASSIFICATION SYSTEM

CSSEA's Classification and Compensation Analyst, Karen May, talks about JJEP - The Joint Job Evaluation Plan - developed by a joint CSSEA/Union committee, as a result of the 1999 Munroe Recommendations, to standardize wages in the social services sector, and eliminate gender-based wage discrimination.

What is JJEP and why is it important?

JJEP is the social services sector's job classification system for bargaining unit positions. It ensures internal equity within the sector consistent with the principle of "equal pay for work of equal value".

What are the key JJEP job classification principles?

1. The Joint Job Evaluation Point Factor Plan is used to rate benchmarks and unique jobs and establish their point value rating and relative value.
2. Benchmarking is used to properly classify and distinguish jobs. A job is classified on the basis of best fit according to overall duties, scope and level of responsibilities.
3. Jobs are classified only by comparison to the benchmarks and not by comparison to other jobs.
4. Jobs are evaluated and not employees.
5. Unique jobs are rated using the JJEP and assigned to a classification grid in accordance with their point value rating.
6. Integrated jobs which encompass work in two or more benchmarks, and where it is administratively impractical to keep track, are classified at the highest classification of the jobs being performed.
7. Layering Over: Supervisors and lead hands must be compensated at a rate higher than those they supervise or lead. Layered over jobs are compensated at a rate of two additional grids above the highest

position supervised for positions at pay grade 12 or below OR one additional grid for those positions at pay grade 13 or above. A supervisor or lead hand, for the purpose of this article, is defined as a worker who reviews, assigns and monitors the work of other assigned workers.

When is this process necessary?

Every time a new job is created, or whenever material changes are made to an existing job.

How does the process work?

When a member creates a new job, or makes a material change to an existing job, the member must send the new or revised job description to CSSEA for classification. In consultation with the member, CSSEA will match the job to an existing benchmark or if it does not match an existing benchmark, CSSEA will create a Unique Rating. To confirm the classification, CSSEA sends a Classification Memo to the member for their record.

Next, within 20 days of the creation of the new job or change to an existing job, the member must submit the New/Changed Job Form, Rating Rationale, if applicable, and the finalized Job Description to the union for approval.

The union then has 45 days to respond. When they do, the process is complete.

For more information?

Visit our website under Members/JJEP (login required) or contact Karen May at kmay@cssea.bc.ca.

ASK AN HRLR CONSULTANT:



**ANNE
CAMPBELL**

Senior HRLR Consultant,
HRLR and Legal Services

Q: If a casual employee secures a temporary position under Article 24.11 (Temporary Vacancies), do they get access to their frozen sick bank during that temporary assignment?

A: Yes. While a temporary assignment does not change the status of an employee, Article 30.8 (Regular to Casual Status) does give a previous regular employee, who applied and secured a casual job, access to their frozen sick leave bank during that temporary assignment. Once the temporary assignment is completed, the casual employee can no longer access the sick leave bank.

Article 30.8 states:
"An employee who transfers from regular to casual status will have their regular sick bank frozen and inaccessible until such time as the employee posts back to regular status or posts to a vacancy under Article 24.11 (Temporary Vacancies)."

cssea@cssea.bc.ca

IN PROFILE: THE JOHN HOWARD SOCIETY OF THE LOWER MAINLAND OF BC

A CONVERSATION WITH EXECUTIVE DIRECTOR TIM VERESH

Committed to “effective, just and humane responses to the causes and consequences of crime, the John Howard Society of the Lower Mainland of BC (JHSLM) assists individuals and families from Chilliwack to Vancouver, who have come into (or are at risk of) conflict with the law, by offering prevention and intervention services as well as advocacy and public education.”



Staff and tenants at one of our backyard bbq's.

Tell me about your work.

We work with people who have made mistakes, who need assistance to learn how to follow the rules, and those who need support to improve aspects of their daily lives like finding somewhere to live, a job, clothes or food.

Each service is a flexible, dynamic approach tailored to the individual. Our roots are in criminal justice, so we're really good at supporting people with social issues – small time crime, negative peer groups, substance misuse, mental health or cognitive impairments, and homeless groups. We found our unique approach beneficial for those not

involved in the criminal justice system as well.

We advocate for individuals about access or service issues, and help them to navigate the bureaucratic system. We also help people to apply and integrate their cognitive and behavioural therapy...to work through their thinking to understand action versus reaction, and consequence; and to equip them with skills to remove themselves from their trigger points.

“We ask: how do we improve their place in the world, one person at a time? Let's help them to improve, to move forward.”

Describe the people you help.

Through our spectrum of service, we help people who need support to succeed in the community. Some have had criminogenic factors - family or marital problems, substance abuse, unstable employment, or anger management – that led to problems in their lives. Many can be defined as a bully, or a victim, because they don't know how else to resolve a problem.

I've been blown away by the number of people who have slipped into homelessness...or who are one pay cheque away from being on the streets themselves. Many have not been involved with crime, but then their kids are hungry and they shoplift. Addiction has its own story. No one ever believes they'll be an addict, or homeless, or go to prison the first time they make a bad decision.

What's the biggest challenge today?

The world is now more complex. We don't deal with people with just one problem: many have a polysubstance abuse problem, or a mental health issue, an addiction problem or a brain injury. However, we've become better at identifying the factors that need to be overcome.

If you could have three wishes granted, what would they be?

1. More housing. Once that's taken care of, everything else falls into place: a safe, stable base inspires hope and a good future. In partnership with Community Living BC, we support about 200 individuals on a daily basis, with a spectrum of housing support – from 24-hour care, to transitional housing for people to independent living. Being a landlord is important to me as we can help people transition from one place to another, as they need it.
2. Less stigma about people who need help – for others to see beyond labels and understand what makes a community inclusive.
3. More value for the social services sector in BC. A nurse in social services isn't paid the same as a nurse in health care, so recruitment and retention is challenging for us. We train and develop people, and then they move on to government positions with higher pay. They can't afford to stay, and it takes a high toll. It's a challenge as we consider the future of this sector.

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What do you want the public to know?

Every person we work with is someone's family member. When a baby is born, everything is hopeful. But when that person is older and not as cute as they once were, they still need someone to love them and support them.

I really believe all people can learn, and we should focus on what keeps someone safe and successful – not limit their safety and success by not investing in them. The investment we make for a short period of time pays a fantastic dividend that can last a lifetime.

<http://www.jhslmbc.ca/>

Quick Facts About JHSLM

- Years in BC – 83
- Number of employees – 125
- Number of volunteers and practicum students – 40
- Number of clients served – 3483 (in 2013-14)
- Number of properties – 9

About JHSLM clients

- 70% don't have an employment history
- 80% have a problem with substances
- 60% haven't completed grade 10, or have a trade or skill

BC'S MINIMUM WAGE TO INCREASE SEPTEMBER 15, 2015

The minimum wage will increase by 20 cents to \$10.45 per hour, effective September 15, 2015. The government has committed to basing future yearly increases on the year-over-year percentage increase in the BC Consumer Price Index. Future minimum wage increases will be announced in March to take effect September 15 each year.

MARK YOUR CALENDARS

2015 AGM and Conference: October 5 – 7
Sheraton Vancouver Wall Centre Hotel, Vancouver

TEN THINGS SUCCESSFUL PEOPLE SAY

- Please.
- Thank you.
- Yes.
- I'll do it now.
- I don't know.
- You're the best.
- I was wrong.
- I'm sorry.
- Can you help me?
- Let me help you.

COMPENSATION AND EMPLOYEE TURNOVER SURVEY

Due **June 30, 2015**



Client Care Concierge Team
 – a dedicated TELUS team
 to address inquiries from
 members and associates

- In the Lower Mainland
call 604.310.0404
- Toll free call
1.877.710.0404
- Via email at
busclientbc@telus.com



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 555 Burrard Street, Box 232
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