



2021/22 Collective Agreement and Other Costs Increases Funders Meeting

Community Social Services Employers' Association of BC
Suite 800, Two Bentall Centre, 555 Burrard Street
Box 232, Vancouver BC, V7X 1M8

Tel 604.687.7220
Toll free 1.800.377.3340
Fax 604.687.7266

www.cssea.bc.ca

December 9, 2020

Overview

1. 2019 to 2022 Collective Agreement

- General Wage Increase
- \$ 20 Million Low Wage Redress
- EHC Paramedical Enhancement
- Transportation/Mileage Allowance

2. MCFD and BCGEU Agreement

- Increase of SPO Growth Progression by One Grid Level
- Temporary Market Adjustment of SPO (Child Protection) from Grid 25 to Grid 26
- Reclassification of Administrative Supervisor from Grid 14 to Grid 15

4. Other Cost Increases

Statutory Benefits

- CPP
- Employment Insurance
- WorkSafeBC

Health Benefits

- Group Life
- Extended Health Care
- Dental
- Accidental Death & Dismemberment (AD&D)
- Long Term Disability

Pension: MPP

4. 2021/22 Incremental Costs

5. Sector Data Collection

6. Current and Future Sectoral Issues

- Management Salary Inversion and Compression
- CSS Health and Safety Council-WorkSafeBC
- Timeliness
- Non-compounding of increases
- Employees on Self-Isolation

2019 to 2022 Collective Agreement

2021 General Wage Increase

- **2.0% General Wage Increase effective April 1, 2021** for Community Living Services and General Services
- **2.0% General Wage Increase effective April 1, 2021** for Indigenous Services

CSSEA Non-Union / Bargaining Unit Equivalent

- **2% General Wage Increase + 0.25% Service Improvement Allowance (SIA) effective April 1, 2021** for CLS, GS, and IS Non-Union

APRIL 1, 2021 2% GENERAL WAGE INCREASE (GWI) AND \$20M LOW WAGE REDRESS (LWR)

Highlights of Proposed April 1, 2021 Low Wage Redress Distribution:

In April 2021, Grid 10 classifications at step 4 will be **1.0% away** from their equivalent classifications in Health, and many Paraprofessional classifications at Step 4 will fully catch up to their equivalent classifications in Health. Some Paraprofessional classifications will be **11.7% away** from their equivalent classifications in Health, owing to the recent changes in the Health Sciences classification system.

- All classifications will receive, at minimum, the 2% GWI.
- All JJEP classifications will receive 3.4% LWR + 2% GWI.
- In addition, JJEP classifications in Grid 1 to 6 will receive an additional 2.5% LWR, for a total of 5.9% LWR + 2% GWI.
- Paraprofessional classifications in Grid 13-P, 14-P, and 15-P will receive 2% GWI at the Step 1 rate and 4.96% LWR + 2% GWI at the Step 4 rate. New Step 2 and Step 3 rates are calculated between the Step 1 and Step 4 rates. The total percentage increases (including 2% GWI) are shown in the table below:

Grid Level	Classification	Step 1	Step 2	Step 3	Step 4
13-P	All 13-P Classifications	2.00%	4.24%	5.25%	6.96%
14-P	All 14-P Classifications	2.00%	4.55%	5.78%	6.96%
15-P	All 15-P Classifications	2.00%	4.48%	5.76%	6.96%

- Paraprofessional classifications in Grid 16-P, as well as Licensed Practical Nurse, Occupational Therapist, Physiotherapist, Nurse, and Speech Language Pathologist, will fully catch up to equivalent classifications in the health sector. The Step 4 rate will match the top rate in the health sector, and the Step 1 rate will receive 2% GWI if it is already higher than the starting rate in the health sector. The total percentage increases (including 2% GWI) are shown in the table below:

Grid Level	Classification	Step 1	Step 2	Step 3	Step 4
13-P-LPN	Licensed Practical Nurse	2.00%	2.48%	2.00%	2.23%
16-P	All 16-P Classifications	2.00%	4.54%	5.89%	7.20%
16-P-OT/PT	Occupational Therapist	2.00%	3.71%	4.37%	4.99%
16-P-OT/PT	Physiotherapist	2.00%	3.71%	4.37%	4.99%
16-P-RN	Nurse	2.00%	3.04%	3.06%	3.14%
17-P-SLP	Speech Language Pathologist	2.00%	2.62%	2.35%	2.00%

APRIL 1, 2021 2% GENERAL WAGE INCREASE (GWI) AND \$20M LOW WAGE REDRESS (LWR)

Highlights of Proposed April 1, 2021 Low Wage Redress Distribution: (Cont.)

- Paraprofessional Grid 16-P Nutritionist is renamed to Dietitian.
- Paraprofessional Grid 17-P will receive 10.16% LWR + 2% GWI at the Step 4 rate, and Grid 18-P, 19-P, and 20-P will receive 10.98% LWR + 2% GWI at the Step 4 rate. They will have received the same total increase (17.7%) over the 3-year term of the collective agreement as Grid 16-P. The total percentage increases (including 2% GWI) are shown in the table below:

Grid Level	Classification	Step 1	Step 2	Step 3	Step 4
17-P	All 17-P Classifications	2.00%	6.36%	9.45%	12.16%
18-P	All 18-P Classifications	2.00%	6.68%	10.05%	12.98%
19-P	All 19-P Classifications	2.00%	6.73%	9.97%	12.98%
20-P	All 20-P Classifications	2.00%	6.74%	10.04%	12.98%

- To maintain adequate pay differential for Layered-Over supervisors, new grid levels with new wage rates are established for Layered-Over positions of the following classifications: Licensed Practical Nurse, Occupational Therapist, Physiotherapist, Nurse, and Speech Language Pathologist.

Grid Level	Classification	Step 1	Step 2	Step 3	Step 4
14-P-LPN	Layered-Over LPN	\$29.62	\$31.20	\$32.79	\$34.37
17-P-OT/PT	Layered-Over OT/PT	\$40.03	\$42.65	\$45.27	\$47.89
17-P-RN	Layered-Over Nurse	\$43.09	\$46.33	\$49.58	\$52.82
18-P-SLP	Layered-Over SLP	\$41.36	\$43.54	\$45.71	\$47.89

Low Wage Redress and 2% General Wage Increase

April 1, 2019, April 1, 2020 and April 1, 2021

Grid Level	April 1, 2019 % Increase				April 1, 2020 % Increase				April 1, 2021 % Increase				Total % Increase - Compounded			
	Step 1	Step 2	Step 3	Step 4	Step 1	Step 2	Step 3	Step 4	Step 1	Step 2	Step 3	Step 4	Step 1	Step 2	Step 3	Step 4
1	5.32%	5.29%	5.32%	5.29%	5.52%	5.53%	5.48%	5.49%	7.90%	7.90%	7.90%	7.90%	19.89%	19.86%	19.84%	19.82%
2	5.31%	5.32%	5.29%	5.31%	5.49%	5.49%	5.49%	5.49%	7.90%	7.90%	7.90%	7.90%	19.84%	19.86%	19.81%	19.84%
3	5.27%	5.29%	5.30%	5.27%	5.52%	5.51%	5.49%	5.50%	7.90%	7.90%	7.90%	7.90%	19.83%	19.83%	19.84%	19.81%
4	5.31%	5.31%	5.33%	5.28%	5.48%	5.52%	5.51%	5.49%	7.90%	7.90%	7.90%	7.90%	19.83%	19.87%	19.88%	19.81%
5	5.31%	5.30%	5.31%	5.31%	5.52%	5.49%	5.48%	5.51%	7.90%	7.90%	7.90%	7.90%	19.87%	19.83%	19.83%	19.87%
6	5.30%	5.29%	5.29%	5.29%	5.50%	5.52%	5.49%	5.52%	7.90%	7.90%	7.90%	7.90%	19.85%	19.86%	19.83%	19.85%
7	5.32%	5.30%	5.27%	5.30%	5.49%	5.50%	5.51%	5.51%	5.40%	5.40%	5.40%	5.40%	17.09%	17.08%	17.05%	17.09%
8	5.32%	5.28%	5.31%	5.29%	5.48%	5.52%	5.48%	5.48%	5.40%	5.40%	5.40%	5.40%	17.07%	17.08%	17.07%	17.04%
9	5.30%	5.32%	5.29%	5.31%	5.51%	5.50%	5.50%	5.50%	5.40%	5.40%	5.40%	5.40%	17.09%	17.10%	17.07%	17.08%
10	5.31%	5.32%	5.29%	5.30%	5.50%	5.49%	5.49%	5.52%	5.40%	5.40%	5.40%	5.40%	17.08%	17.08%	17.05%	17.10%
11	5.32%	5.32%	5.31%	5.31%	5.49%	5.51%	5.48%	5.50%	5.40%	5.40%	5.40%	5.40%	17.08%	17.10%	17.07%	17.08%
12A	5.31%	5.29%	7.60%	10.32%	5.50%	5.50%	5.50%	5.50%	5.40%	5.40%	5.40%	5.40%	17.08%	17.06%	19.62%	22.64%
12	5.31%	5.29%	5.32%	5.30%	5.50%	5.50%	5.50%	5.50%	5.40%	5.40%	5.40%	5.40%	17.08%	17.06%	17.10%	17.07%
13A	8.81%	10.60%	10.59%	10.64%	5.51%	5.51%	5.49%	5.51%	5.40%	5.40%	5.40%	5.40%	20.98%	22.96%	22.92%	23.01%
13	5.31%	5.28%	5.28%	5.30%	5.51%	5.51%	5.49%	5.51%	5.40%	5.40%	5.40%	5.40%	17.10%	17.06%	17.04%	17.08%
14	5.32%	5.31%	5.29%	5.31%	5.48%	5.50%	5.49%	5.52%	5.40%	5.40%	5.40%	5.40%	17.08%	17.09%	17.05%	17.11%
15	5.30%	5.31%	5.30%	5.30%	5.50%	5.49%	5.49%	5.49%	5.40%	5.40%	5.40%	5.40%	17.08%	17.07%	17.06%	17.07%
16	5.31%	5.29%	5.29%	5.30%	5.50%	5.50%	5.50%	5.49%	5.40%	5.40%	5.40%	5.40%	17.09%	17.06%	17.07%	17.06%
17	5.30%	5.30%	5.31%	5.29%	5.49%	5.49%	5.50%	5.51%	5.40%	5.40%	5.40%	5.40%	17.07%	17.07%	17.09%	17.07%
18	5.31%	5.29%	5.30%	5.31%	5.51%	5.50%	5.49%	5.50%	5.40%	5.40%	5.40%	5.40%	17.10%	17.06%	17.06%	17.09%
19	5.31%	5.30%	5.29%	5.29%	5.49%	5.51%	5.50%	5.50%	2.00%	2.48%	2.00%	2.23%	13.30%	13.85%	13.31%	13.55%
20	5.30%	5.30%	5.30%	5.29%	5.49%	5.49%	5.51%	5.50%	2.01%	4.24%	5.25%	6.96%	13.31%	15.77%	16.92%	18.80%
13-P-LPN	5.31%	5.30%	5.31%	5.29%	1.99%	2.01%	2.01%	1.99%	2.00%	4.55%	5.78%	6.96%	9.55%	12.30%	13.63%	14.86%
13-P	5.31%	5.30%	5.31%	5.29%	15.51%	15.51%	15.49%	15.49%	2.00%	4.48%	5.76%	6.96%	24.06%	27.05%	28.58%	30.02%
14-P	12.71%	12.69%	12.72%	12.71%	8.12%	8.09%	8.10%	8.09%	2.00%	4.54%	5.89%	7.20%	24.28%	27.29%	28.96%	30.52%
15-P	12.69%	12.69%	12.69%	12.70%	12.05%	12.39%	12.64%	12.84%	2.01%	3.71%	4.37%	4.99%	28.77%	31.29%	32.41%	33.44%
16-P	12.69%	12.71%	12.70%	12.70%	5.01%	4.99%	5.01%	5.00%	2.01%	3.71%	4.37%	4.99%	20.70%	22.69%	23.48%	24.21%
16-P-PT/OT	12.69%	12.71%	12.70%	12.70%	7.51%	7.51%	7.49%	7.51%	2.00%	3.04%	3.06%	3.14%	23.56%	24.82%	24.82%	24.94%
16-P-RN	12.69%	12.71%	12.70%	12.70%	12.51%	12.50%	12.50%	12.51%	2.00%	2.62%	2.35%	2.01%	29.30%	30.07%	29.72%	29.32%
17-P	10.01%	10.01%	10.01%	9.99%	2.79%	2.79%	2.79%	2.79%	2.00%	6.36%	9.45%	12.16%	15.34%	20.25%	23.75%	26.78%
18-P	9.99%	10.01%	10.00%	10.00%	2.00%	2.00%	1.99%	2.00%	2.01%	6.68%	10.05%	12.98%	14.44%	19.70%	23.44%	26.73%
19-P	9.99%	9.99%	10.01%	10.01%	2.00%	2.00%	2.00%	2.00%	2.01%	6.73%	9.97%	12.98%	14.44%	19.72%	23.38%	26.75%
20-P	10.00%	10.01%	10.01%	10.00%	2.01%	2.00%	1.99%	2.01%	2.01%	6.74%	10.04%	12.98%	14.46%	19.76%	23.44%	26.75%

Transportation/Mileage Allowance

Mileage reimbursement rate will increase by one (1) cent per kilometer, effective April 1, 2021, for Community Living Services, General Services and Indigenous Services Collective Agreements.

	Community Living Services / General Services	Indigenous Services
Effective April 1, 2021	\$0.51	\$0.55

Extended Health Care

- Remove \$10 per visit limit for first 12 visits (15 visits for age 65+) effective April 1, 2021
- **EHC premium was estimated to increase by 20.63% (weighted average)**

MCFD and BCGEU Agreement

- Increase of SPO Growth Progression by One Grid Level
- Temporary Market Adjustment of SPO (Child Protection) from Grid 25 to Grid 26
- Reclassification of Administrative Supervisor from Grid 14 to Grid 15

Other Costs

Canada Pension Plan (CPP)

Canada Pension Plan (CPP)		
Year's Maximum Pensionable Earnings (YMPE)	<ul style="list-style-type: none"> The current (2020) YMPE is \$58,700. 	<ul style="list-style-type: none"> \$61,600, <u>an increase of 4.94%</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 (2020) contribution rate of 5.25% for employer and employee is in place since 2003 	<ul style="list-style-type: none"> 5.45%, <u>an increase of 3.81%</u> in contribution rate for both the employer and employee (10.9% combined)
Maximum Annual Contribution	<ul style="list-style-type: none"> Maximum annual contribution amounts in 2020 for both the employer and employee is \$2,898.00. 	<ul style="list-style-type: none"> The maximum annual contribution amounts in 2021 for both employer and employee is \$3,166.45, <u>an increase of 9.26%</u>.

Other Costs

Employment Insurance (EI)

Employment Insurance (EI)		
<p>EI Contribution Rate</p>	<ul style="list-style-type: none"> The employer contribution rate is 1.4 X the employee rate. Current (2020) EI employer contribution rate is \$2.212 per \$100 of insurable earnings. Current (2020) EI employee contribution rate is \$1.58 per \$100 of insurable earnings. 	<ul style="list-style-type: none"> There will be no change in EI employer and employee contribution rate for 2021. 2021 EI employer contribution rate is \$2.212 per \$100 of insurable earnings. 2021 EI employee contribution rate is \$1.58 per \$100 of insurable earnings.
<p>Maximum Annual Insurable Earnings (for all Canadian employees)</p>	<ul style="list-style-type: none"> The contribution rates noted above apply to maximum annual insurable earnings. In 2020, the maximum annual insurable earnings is \$54,200. 	<ul style="list-style-type: none"> \$56,300, an increase of 3.87% from current maximum annual insurable earnings.
<p>Maximum Annual Contribution</p>	<ul style="list-style-type: none"> Maximum annual contribution amounts in 2020 are \$1,198.90 for employer and \$856.36 for employee. 	<ul style="list-style-type: none"> The maximum annual contribution amounts in 2021 are \$1,245.36 for employer and \$889.54 for employee. Employer maximum annual contribution increase by 3.87%.

Other Costs

WorkSafeBC

WorkSafeBC (Workers' Compensation)		
Assessment Rates	<ul style="list-style-type: none"> • Current (2019) average base rate is \$1.55 per \$100 of insurable earnings. • Majority of social services sector employees fall under six (6) classification units (CU) • The current (2019) 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: \$1.12 - Residential Social Services: \$2.10 - Short Term Care: \$1.29 - Daycare Centre. Preschool, or Playschool: \$1.41 - Life and Jobs Skills Training: \$1.55 - Long Term Care: \$2.58 	<ul style="list-style-type: none"> • 2020 average base rate is maintained at \$1.55 per \$100 of insurable earnings. • <u>Most of social services sector employees are getting a reduction</u> in WorkSafe BC premium rates. • The 2020 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: \$1.19 - Residential Social Services: \$2.28 - Short Term Care: \$1.02 - Daycare Centre. Preschool, or Playschool: \$1.46 - Life and Jobs Skills Training: \$1.25 - Long Term Care: \$2.84
Maximum wage per worker	<ul style="list-style-type: none"> • Current (2019) maximum wage per worker: \$84,800 	<ul style="list-style-type: none"> • 2020 maximum wage per worker is \$87,100

Other Costs

Dental

Premium Rates (2020)	Projections for 2021
<ul style="list-style-type: none"> 2020 Average Rate Increase Blended rate: 4.41% (projected rate last year: 3.28%) Covered Lives: 31% - Family, 31% - Couple & 39% - Single Rates vary by employer and employee group 	<ul style="list-style-type: none"> 2021 Average Projected Rate Increase Blended rate 3.42% Rates vary by employer and employee group

Source: CSBT, FBP and HBT

Group Life

Premium Rates (2020)	Projections for 2021
<ul style="list-style-type: none"> 2020 Average Rate Increase Blended rate: -0.10% (projected rate last year: 4.77%) Rates vary by employer and employee group 	<ul style="list-style-type: none"> 2021 Average Projected Rate Increase Blended rate 6.87% Rates vary by employer and employee group

Source: CSBT, FBP and HBT

Other Costs

Accidental Death and Dismemberment (AD&D)

Premium Rates (2020)	Projections for 2021
<ul style="list-style-type: none"> 2020 Average Rate Increase Blended rate: -3.81% (projected rate last year: -1.77%) Rates vary by employer and employee group 	<ul style="list-style-type: none"> 2021 Average Projected Rate Increase Blended rate: -1.77% Rates vary by employer and employee group

Source: CSBT, FBP and HBT

Long Term Disability

Premium Rates (2020)	Projections for 2021
<ul style="list-style-type: none"> 2020 Average Rate Increase Blended rate: 4.96% (projected last year: 10.17%) Rates vary by employer and employee group 	<ul style="list-style-type: none"> 2021 Average Projected Rate Increase Blended rate: 7.12% Rates vary by employer and employee group

Source: CSBT, FBP and HBT

Estimate of 2021/22 Incremental Costs

Annualized

BCGEU and MCFD Agreement	Wages	Wage-Impacted Benefits	Non-Wage Impacted Benefits	Total	% of BU Total Compensation
Increase of SPO Growth Progression by One Grid Level	\$50,698.20	\$9,392.03	\$0.00	\$60,090.23	0.01%
Temporary Market Adjustment of SPO (Child Protection) from Grid 25 to Grid 26	\$55,531.24	\$10,287.37	\$0.00	\$65,818.61	0.01%
Reclassification of Administrative Supervisor from Grid 14 to Grid 15	\$10,555.06	\$1,955.36	\$0.00	\$12,510.42	0.00%
Total	\$116,784.50	\$21,634.76	\$0.00	\$138,419.27	0.02%

2019 to 2022 Collective Agreement	Wages	Wage-Impacted Benefits	Non-Wage Impacted Benefits	Total	% of BU Total Compensation
April 1, 2021 General Wage Increase (GWI) for CLS, GS, and IS	\$11,263,041.59	\$1,940,062.94	\$0.00	\$13,203,104.53	1.94%
April 1, 2021 Low Wage Redress (LWR) Wage Increases	\$17,061,201.88	\$2,938,798.12	\$0.00	\$20,000,000.00	2.93%
EHC Paramedical Enhancement: Remove \$10 per visit limit for first 12 visits (15 visits for age 65+)*	\$0.00	\$0.00	\$1,015,066.00	\$1,015,066.00	0.15%
Total	\$28,324,243.48	\$4,878,861.05	\$1,015,066.00	\$34,218,170.53	5.02%

Other Costs	Wages	Wage-Impacted Benefits	Non-Wage Impacted Benefits	Total	% of BU Total Compensation
EI (maximum premium increase by 3.87%)		\$427,552.45		\$427,552.45	0.06%
CPP (increase by 2.94%)		\$734,875.23		\$734,875.23	0.11%
WorkSafeBC (increase by 16.56%)		\$1,632,348.43		\$1,632,348.43	0.24%
MPP (no increase)		\$0.00		\$0.00	0.00%
LTD (increase by 7.12%)		\$1,068,250.96		\$1,068,250.96	0.16%
Extended Health (increase by 20.63% - this includes EHC enhancement)			\$1,522,078.71	\$1,522,078.71	0.22%
Dental (increase by 3.42%)			\$449,179.71	\$449,179.71	0.07%
Group Life (increase by 6.87%)			\$65,076.01	\$65,076.01	0.01%
AD&D (decrease by 1.77%)			-\$3,220.97	-\$3,220.97	0.00%
Total	\$0.00	\$3,863,027.08	\$2,033,113.45	\$5,896,140.53	0.86%

\$39,237,664.33	5.75%
------------------------	--------------

Expenses	Total	% of BU Total Compensation
April 1, 2021 \$0.01 Improvement in Mileage Allowance for CLS, GS, and IS	\$84,895.69	0.01%

2019 to 2022 Sustainable Services Negotiating Mandate	Wages	Wage-Impacted Benefits	Non-Wage Impacted Benefits	Total	% of NU Total Compensation
April 1, 2021 2% GWI + 0.25% Service Improvement Allowance (SIA) for CLS, GS, and IS Non-Union	\$2,051,860.38	\$318,127.99	\$0.00	\$2,369,988.37	2.17%

2020 Total Compensation Base Reported to PSEC	Bargaining Unit	Management	Excluded	Non-Union	Total
Total Compensation Base	\$682,122,719	\$48,590,561	\$114,848,110	\$109,400,161	\$954,961,551

Note: * - EHC Paramedical Enhancement is included in Extended Health Increase

Highlights Summary

- The Bargaining Unit total compensation is estimated to increase by 5.75% in April 1, 2021.
 - Increase of SPO Growth Progression by One Grid Level
 - Temporary Market Adjustment of SPO (Child Protection) from Grid 25 to Grid 26
 - Reclassification of Administrative Supervisor from Grid 14 to Grid 15 will increase the bargaining unit total compensation by 0.02%.
 - 2021/22 Collective Agreement increases is estimated to increase by Bargaining Unit total compensation is estimated to increase by 4.87%
 - Other Cost increases benefits and pension will result to a decrease in cost by 0.86%.
- The Non-Union total compensation is estimated to increase by 2.17%
- April 1, 2020 Mileage Allowance improvement cost is equivalent to 0.1% of bargaining unit total compensation.

Questions, feedback and suggestions

