



December 2, 2013

333084

Ms. Anne Nikon
Chair, Board of Directors
Community Social Services Employers' Association
Suite 800 – 555 Burrard St
Vancouver BC V7X 1M8

Dear Ms. Nikon:

Re: Funding for the 2014 – 2019 Collective Agreement

The Community Social Services Employers' Association (CSSEA) and the Community Social Services Bargaining Association recently concluded a collective agreement for the period April 1, 2014 to March 31, 2019. That agreement provides a general increase to wages for members of the bargaining unit in each of its last four years plus comparability wage adjustments in the last three years of the agreement. The agreement also provides for an Economic Stability Dividend tied to growth in British Columbia's economy.

CSSEA-member agencies receive funding under contracts for the provision of services with various government ministries. You have asked whether the ministries will provide the funds for CSSEA-member employers to pay for the negotiated wage increases.

Government will provide the funds required by the increased costs in the collective agreement. However, we must keep in mind that the changeable economic conditions that exist now and five years from now could affect the Province's fiscal plan.

This commitment is subject to three necessary caveats:

- Appropriation by the Legislature of the necessary monies on an annual basis as required under s. 21 of the *Financial Administration Act*;
- A continuation of each agency's contract with a ministry or ministries; and,
- Development of an appropriate funding model to ensure that the monies reach the employees as required under the collective agreement.

The PSEC Secretariat will work with CSSEA on a labour funding model.

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Ministry of Finance	Public Sector Employers' Council Secretariat	Mailing Address: PO Box 9400 Stn Prov Govt Victoria BC V8W 9V1	Location Address: 210 – 880 Douglas St Victoria BC V8W 2B7 250.387.0842
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Should you have any questions regarding this letter, please contact me directly.

Sincerely,

A handwritten signature in black ink, appearing to read "Lee Doney". The signature is stylized with a large, circular flourish at the end.

Lee Doney
Interim President and CEO

pc: Mark Sieben, Deputy Minister
Ministry of Children and Family Development

Sheila Taylor, Deputy Minister
Ministry of Social Development and Social Innovation

Gentil Mateus, Chief Executive Officer
Community Social Services Employers' Association