

HIGHLIGHTS OF THE TENTATIVE 2014-2019 COLLECTIVE AGREEMENTS FOR ABORIGINAL SERVICES, COMMUNITY LIVING SERVICES and GENERAL SERVICES

TERM

Five-year agreements effective April 1, 2014 to March 31, 2019.

WAGE INCREASES

The general wage increases and comparability adjustments in these agreements significantly close the wage gap between workers in this sector and those with equivalent positions in the community health sector.

April 1, 2015	1.0% General Wage Increase (GWI)
April 1, 2016	2.5% comparability increase (for Community Health comparators)* 0.5% GWI directed to address anomalies **
Feb. 1, 2017	1.0% GWI
April 1, 2017	2.5% comparability increase (for Community Health comparators)* 0.5% GWI directed to address anomalies **
Feb. 1, 2018	1.0% GWI
April 1, 2018	2.5% comparability increase (for Community Health comparators)* 0.5% GWI directed to address anomalies **
Feb. 1, 2019	1.0% GWI

*Comparability adjustment applies to approximately 77% of the classifications.

**An increase equivalent to a 0.5% GWI to address anomalies for the 20% of the classifications not captured by the comparability adjustment.

Note: the remaining 3% are delegated employees in Aboriginal Services who will receive wage increases per the PSA Agreement (Master).

ECONOMIC STABILITY DIVIDEND

A conditional wage increase of 50% of the difference between the actual real GDP and the forecasted real GDP. The dividend will be applied to the first pay period after February 1, 2016, 2017, 2018 and 2019.

BENEFITS

Vision Care

- Effective April 1, 2017, a maximum of \$100 every 24 months for eye exams.
- Effective April 1, 2017, 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.

Oral Contraceptives

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

Joint Benefits Working Group

- Group comprised of CSSEA, CSSBA and government representatives to explore strategies to better manage the rising costs of health and welfare benefits. By November 30, 2018, the group will calculate a “fixed percentage” of the cost of benefits to straight-time payroll to establish a base line for 2019 bargaining.

TRANSPORTATION AND MEAL ALLOWANCES INCREASES

Transportation Allowance

	April 1, 2013	April 1, 2016	April 1, 2017	April 1, 2018
For CLS/GS	45¢	46¢	47¢	48¢
For AS	49¢	50¢	51¢	52¢

Meal Allowance

	April 1, 2013	April 1, 2015	April 1, 2016	April 1, 2017	April 1, 2018
Breakfast	\$10.00	\$10.10	\$10.25	\$10.41	\$10.56
Lunch	\$12.25	\$12.37	\$12.56	\$12.75	\$12.94
Dinner	\$21.25	\$21.46	\$21.78	\$22.11	\$22.44

LANGUAGE IMPROVEMENTS

Article 2 Definitions - Wage related premiums no longer pyramid.

Article 24 Promotions and Staff Changes - Enhanced management flexibility on hiring, promotions and lateral transfers.

Article 29 Harassment - Language improvements introducing the element of “reasonableness” as well as improved process for handling complaints directed at executive directors.

FULLY FUNDED AGREEMENT

These agreements were negotiated under the new Economic Stability Mandate and unlike the previous mandate are fully funded by government.

The government has provided CSSEA with a letter outlining the agreements are fully funded (wage increases, benefit improvements and mileage and reimbursements increases) *per s. 21 of the Financial Administration Act*.