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## INTRODUCING CSSEA'S 2015-2016 BOARD AND PANEL MEMBERS

### BOARD MEMBERS

**Chair - Janice Barr**, *Executive Director*,  
Richmond Society for Community Living

**Vice Chair - Colleen Spier**, *Executive Director*,  
Island Métis Family & Community Services Society

**Treasurer - Fernando Coelho**, *Chief Executive Officer*,  
posAbilities Association of British Columbia

**Reg Bawa**, *Assistant Deputy Minister*,  
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**Len Dawes**, *A/ADM and Executive Financial Officer*,  
Ministry of Social Development and Social Innovation

**Seonag Macrae**, *Chief Executive Officer*,  
Community Living British Columbia

**Chris Rathbone**, *Executive Director*,  
Public Sector Employers' Council Secretariat

**Rod Santiago**, *Executive Director*,  
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**Bernadette Spence**, *Chief Executive Officer*,  
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**Lilla Tipton**, *Executive Director*,  
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**David Young**, *Executive Director*,  
Sources Community Resources Society

### ABORIGINAL SERVICES PANEL

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**Kathleen Bennett**, *Executive Director*,  
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Community Services Society

**Colleen Lucier**, *Executive Director*,  
Lii Michif Otipemisiwak Family &  
Community Services Society

**Judy Smith**, *Executive Director*,  
La Société de les Enfants Michif  
(Métis Family Services)

**Colleen Spier**, *Executive Director*,  
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Services Society

**Karen Wainwright**, *Co-Executive  
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Services Society

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for Community Living

**Janice Barr**, *Executive Director*,  
Richmond Society for Community Living

**Fernando Coelho**, *Chief Executive  
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British Columbia

**Tony Laing**, *Executive Director*, Penticton  
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**Ellen Tarshis**, *Executive Director*,  
Victoria Association for Community  
Living

**Lilla Tipton**, *Executive Director*,  
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### GENERAL SERVICES PANEL

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Haida Gwaii Society for Community  
Peace

**Sanjay Gulati**, *Executive Director*,  
Mission Community Services Society

**Vicki Kipps**, *Executive Director*,  
Maple Ridge/Pitt Meadows  
Community Services

**Anne Nikon**, *Executive Director*,  
W.J. Stelmaschuk and Associates Ltd.

**Rod Santiago**, *Executive Director*,  
Abbotsford Community Services Society

**David Young**, *Executive Director*,  
Sources Community Resources Society

# CSSEA'S INAUGURAL AWARDS OF EXCELLENCE

In its first year, the 2015 Awards of Excellence luncheon, presented by TELUS, was the highlight of this year's AGM. The winners' poignant stories exemplify the excellent work and dedication of everyone who works in the social services sector. And while winners and finalists were recognized during the ceremony, the calibre of all the nominations demonstrates just how robust the quality of care and service is in the sector. Winners for each of the four categories included:

## Alyssa Crees,

### Rising Star Award

The Rising Star Award recognizes 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. A community support worker since 2012, Alyssa has distinguished herself as a reliable, dedicated and innovative team member at Milieu Family Services. Taking on the many challenges of outreach and personal support with an open mind, she shows great respect for all people and has demonstrated early success and great promise as a future leader. Alyssa goes above and beyond expectations to find innovative solutions to help those whom she supports. Thank you, Alyssa, for your passion and dedication.

## Shelly Knuff, Leader Award

The Leader Award recognizes 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. For more than 25 years Shelly has made an impact in the lives of staff and residents with her leadership skills at Communitas Supportive Care Society. As the manager of Grant East residential home in Abbotsford, she provides oversight to many programs. For example, she created the Community Living Program to provide skills and training for people with disabilities – a program still in use

today. Shelly is a tireless advocate who deeply values the lives of those around her. She is a mentor and leader who brings fresh ideas and creates positive, lasting change to the community. Thank you, Shelly, for being an inspirational motivator!

## Nolda Ware, Hero Award

The Hero Award recognizes someone who goes that extra mile to make a difference in community social services and for 25 years Nolda has been putting people first. As the Manager of Person-Centres Practices for Semiahmoo House Society, a position created for her unique skill set, Nolda has used her exceptional talents in person-centred thinking and planning to help support people with disabilities and their families plan positive, meaningful lives. As the consummate role model, she displays kindness and integrity in all of her interactions and relationships and is always available to support a co-worker, client, parent, or fellow manager. Thank you, Nolda, for going the extra mile to make a difference in community social services!

## Michael McCoy, Legend Award

The Legend Award recognizes 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.

Michael has been a leader in the social services sector for over 40 years. Thirty of those years were spent at Touchstone Family Association in Richmond before he retired as Executive Director this past March. The *Restorative Justice* program, an alternative to the court system that allows young people to learn from their mistakes, and the *Front Porch* program, which provides barrier-free counselling to families in distress are both programs that Michael successfully championed and are legacies to his leadership. He spent his career developing collaborative and innovative programs that benefit the lives of many people and through his passion and commitment he has made extraordinary contributions to the community and the social services sector. Thank you, Michael – you are truly a legend!

Each of the category winners is featured in a short video profile which can be found on the CSSEA website at <https://awards.bccss.ca/winners.aspx>. Members are encouraged to share and post the vignettes on their own websites.

Thank you to all participants for making the 2015 Awards of Excellence a resounding success. Nominations for the 2016 Awards will open in April 2016.



Left to right: Alyssa Crees, Anne Nikon, Nolda Ware, Gentil Mateus, Shelley Knuff, Warren Carr, Michael McCoy

# ASK AN HRLR CONSULTANT



**MARK SLOBIN,  
ADVOCATE**

**Q:** Can employers negotiate directly with their unions and agree to terms of employment that are different than the terms in the collective agreement?

**A:** A number of Employers have expressed interest in making changes to their collective agreement or have been invited by their union to agree to changes.

There are limited ways to make changes to the collective agreements but specific processes need to be followed before this can happen.

By way of background, the Community Social Services sector was created by government to enhance the coordination of human resource practices, including collective bargaining, among Community Social Services employers (see Section 6

of the *Public Sector Employers Act*). CSSEA was established as an employers association for the sector to achieve this objective, and became the sole bargaining agent (see Article 10 of the *CSSEA Constitution and Bylaws*). This means that only CSSEA can negotiate collective agreement terms with the unions unless there has been a delegation of that ability to individual employers. This prevents unions in the sector from “whipsawing” or negotiating more favourable collective agreement terms with individual employers, and using them as leverage to pressure other employers to agree to the same terms.

Given CSSEA’s role under the *Act*, employers are barred from negotiating directly with their unions to change the terms of the collective agreements that CSSEA negotiates. However, in some circumstances, “local” negotiations are possible.

The most common form of “local” negotiations occurs by delegation of bargaining authority by CSSEA and the CSSBA under Memorandum of Agreement #1 – Local Issues. MOA #1 enables member employers and their unions to negotiate defined terms directly with one another, for example, hours of work and casual call-in provisions.

According to MOA#1, notice to negotiate local issues must be sent no later than September 30th of the year before expiry of the collective agreement.

Negotiation of local issues will be conducted anytime between October 1st and the expiry of the collective agreement. While local issues can be negotiated locally without the assistance of CSSEA, local issues agreements must still be approved and signed by CSSEA and the Union.

It is also possible, although more rare, to agree to other amendments to the collective agreements that are beyond the scope of the “local issues” MOA. However, these would require the direct involvement of both CSSEA and the CSSBA to consider

and negotiate the changes. Both CSSEA and the CSSBA would consider the best interests of the individuals affected by the proposed changes balanced against membership interests as a whole before agreeing to any amendments. Please speak with your CSSEA consultant if you believe your operations require an amendment to a collective agreement outside of MOA#1 or if you need assistance with “local issues” negotiations under MOA#1.

<b>2016 COLLECTIVE AGREEMENT COST INCREASES</b>	
FOR ABORIGINAL SERVICES, COMMUNITY LIVING SERVICES AND GENERAL SERVICES	
<b>WAGE INCREASE</b>	
<b>JJEP and Paraprofessional</b> (excluding Delegated Programs in Aboriginal Services)	
February 1, 2016	Economic Stability Dividend
April 1, 2016	2.5% comparability increase (for Community Health Comparators)*
	0.5% GWI directed to address anomalies**
* 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.	
<b>Delegated Programs in Aboriginal Services</b> (in accordance with the 17th Master Agreement between BCGEU and Province of BC)	
February 7, 2016	Economic Stability Dividend
April 3, 2016	0.5% GWI
<b>BENEFITS</b>	
Effective April 1, 2016, oral contraceptives be added to the prescription drug coverage list.	
<b>TRANSPORTATION AND MEAL ALLOWANCES INCREASES</b>	
<b>Transportation Allowance</b>	<b>Meal Allowance</b>
April 1, 2016	April 1, 2016
For CLS/GS 46¢	Breakfast \$10.25
For AS 50¢	Lunch \$12.56
	Dinner \$21.78



## 2015 AWARDS OF EXCELLENCE WINNERS

### 2015 AGM SPONSORS

We appreciate the generous support from all our 2015 AGM sponsors

#### EVENT



#### GOLD



#### SILVER



#### BRONZE



Nalda Ware – Hero Award



Shelley Knuff – Leader Award



Michael McCoy – Legend Award



Alyssa Crees – Rising Star Award

## COMINGS AND GOINGS

### Welcome

Mark Miller, John Howard Society of Lower Mainland of BC  
 Tim Veresh, PLEA Community Services Society of BC  
 Diane Sugars, CHIMO Community Services  
 Laurie Parsons, Ishtar Transition Housing Society

### Farewell

Mark Miller, CHIMO Community Services  
 Tim Veresh, John Howard Society of Lower Mainland of BC  
 Tim Agg, PLEA Community Services Society of BC  
 Martin Wyant, SHARE Family and Community Services Society

### Did we miss you?

Send comings and goings announcements to [cssea@cssea.bc.ca](mailto:cssea@cssea.bc.ca).