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**Sent:** December-07-09 5:34 PM  
**To:** '[ernie@spectrumsociety.org](mailto:ernie@spectrumsociety.org)'  
**Subject:** CLAN BC Update - Costing your wages and benefits

Good Afternoon Everyone;

We had a productive meeting on Friday, December 4<sup>th</sup> with CLBC and the CEO Network. We have been meeting every two weeks since September to negotiate reasonable procurement, contracting and monitoring frameworks for service providers and Community Living BC. This process has been a great opportunity for CLAN to negotiate a better business relationship with CLBC on behalf of our members. We hope you are pleased with our progress.

At our November 20<sup>th</sup> meeting, we presented CLBC with a proposal to address the substantial inequity in funding for wages and benefits between non-union and unionized agencies. One of the primary purposes of the costing guidelines developed by CLBC is to establish fair market rates for wages and benefits in a sector where competitive bidding for existing services is difficult. We have been clear with CLBC that without funding to address the inequities in wages and benefits, we cannot support the costing guidelines – their only purpose would be to further entrench the inequities in funding. Our proposal set funding increases for March 1, 2010, October 1, 2010 and April 1, 2011. We targeted Step 3 funding (\$17.36 /hour for CSW's) as the interim benchmark, recognizing that unionized agencies are still negotiating a funding benchmark with CLBC. We spread the increases across three fiscal years to provide CLBC with some ability to plan for these increases while managing their budget pressures. As well, we think the March 1, 2010 date is important as we need some commitment from CLBC that funding inequities will be addressed in a timely way.

CLBC's request of us in response to this proposal was to gather some information from our members on what the potential costs of such a proposal would be, both in percentage terms and in overall dollar cost. Over the next two weeks, we developed the costing template attached and used it on a few pilot agencies. We came up with a projected increase of 12% in funding as an average for three agencies that tested the spreadsheet. See the sample that Spectrum completed attached as a .pdf document.

On November 25<sup>th</sup>, CLBC gave us this commitment in writing:

**“CLBC will treat union and non-union service providers equitably when providing funding for the Municipal Pension Plan beginning in the 2010-11 fiscal year.”** This commitment provides us with our first clear step towards equitable treatment for all service providers.

At our meeting this past Friday, CLBC thanked us for our preliminary efforts at determining the cost implications of moving towards equitable funding, but requested that we gather more information from our members to give better certainty about the costs of the proposal. Please complete the attached Wage Equity Template and return to me by December 15<sup>th</sup> to allow us to provide CLBC with better information on the cost of our proposal. Your information will not be forwarded to CLBC and will only be reviewed by the bargaining committee of CLANBC. Only summary information for all members will be presented to CLBC. Please write to me or Jeane Rogers ([jrogers@cls-bc.org](mailto:jrogers@cls-bc.org)) of CLS if you have any questions about completing the template. I've attached the Service Provider Template manual from CLBC for an explanation of the benefits calculations on the second tab of our template.

The final number missing in the equation for the full cost of the proposal is the current value of all non-union agency contracts with CLBC. CLBC publishes a list of all its contractors and their total contract payments for each fiscal year. For the year ending March 31, 2009, that report is published here:

[http://www.communitylivingbc.ca/policies\\_and\\_publications/documents/CLBC2009FIA-Schedulegoodsandservices.pdf](http://www.communitylivingbc.ca/policies_and_publications/documents/CLBC2009FIA-Schedulegoodsandservices.pdf)

If you could review this report for your contracts total and confirm the accuracy of the report, that will provide us with further certainty of the costs for the proposal. There is a spot on the Wage Equity spreadsheet for this information to be entered.

The best assurance of cost certainty would be to get all non-union agencies to be members of CLANBC and get all agencies to report their current wage and benefits costs. If you know of a non-union agency that is not a member, could you forward this email to them so they have the opportunity to participate as well?

Thank you for your support and assistance with this campaign. Special thanks go to Ross Chilton of CLS and Bruce Moerike of Pathways who have attended six full day meetings with me and to Lucie and Jeane of CLS for support at the strategy meetings between our CLBC meetings. Our bargaining consultant, Frank Rhodes deserves much credit as well. He has mapped out a strategic direction for us and translates the actions of the CLBC team so we know best how to respond.

Regarding Pensions, I'll send a separate email as this one is clearly getting too long.

**Ernie Baatz, Chair**

**Community Living Agencies Network – CLAN BC**

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