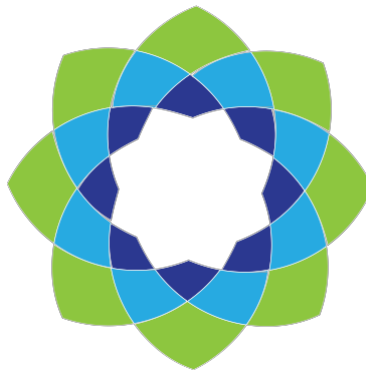


RATIFICATION DOCUMENT
Aboriginal Services
Highlights



Community Social Services
Bargaining Association

E&OE

Term of the Agreement

A three-year agreement effective April 1, 2019 through to March 31, 2022

Wages and Compensation

General Wage Increases (GWI) and comparability adjustments under low wage redress for eligible employees in non-delegated positions to significantly close the wage gap between our members and those that work in comparable positions in health.

Employees in positions equivalent to MCFD delegated programs will receive general wage increases as per the 18th Public Service Agreement, i.e. 2% GWI in each year.

- Effective April 1, 2019 – C6 delegated social workers (Child Protection) at full working level SPO 24 will receive a TMA of one grid to Grid 25; and
- Effective April 1, 2021 – C6 delegated social workers (Child Protection) at full working level SPO 24 will receive an additional one-grid TMA to Grid 26.
- Effective April 1, 2021, all other delegated social workers will see increases to each step in the SPO Growth progression as follows:

Working Level SPO 24 Grid 24, Step 1
SPO Growth Step 4 Grid 22 23 913 hours
SPO Growth Step 3 Grid 21 22 913 hours
SPO Growth Step 2 Grid 20 21 913 hours
SPO Growth Step 1 Grid 19 20 913 hours

This means that that as of April 1, 2019, when a C6 delegated social worker completes the required hours at SPO Growth Step 4 at Grid 23 would receive a bump in pay to Grid 25.

As of April 1, 2021, when a C6 delegated social worker completes the required hours at Step 4, they would receive a bump in pay to Grid 26.

Members in Aboriginal Services fall within two categories:

1. *Members who work in non – delegated programs that occupy comparable positions to health, therefore they will receive the low wage redress increases noted above;*
2. *Members who work in delegated programs will receive the same wage rates as their respective counterparts in the Public Service Agreement.*

Maternity/Parental Top Up

Effective April 1, 2021, members will also be entitled to maternity allowance up to 85% of the employee's basic pay, and parental leave allowance up to 75% of the employee's basic pay based on the language in the Public Service Agreement.

Transportation Allowance

26.9 Transportation Allowance (for AS only)

Effective April 1, 2019	\$0.52
Effective April 1, 2020	\$0.53
Effective April 1, 2021	\$0.54

Non- Monetary

- Change the name of the Collective Agreement to "Indigenous Services Collective Agreement".
- Introduction of cultural competence as a determining factor in the appointment policy.
- A framework to discuss cultural competence at labour management.
- Language to highlight the employer's ability to account for an applicant's previous experience as a mechanism to address recruitment and retention concerns for Social Worker classifications in the sector.
- Renewal of the VACFSS specific Workload Review Committee LOU with additional language to identify the parameters of the committee as well as provide opportunities for other Indigenous agencies to share best practices.
- Indigenous alternate dispute resolution language has been broadened to acknowledge the diversity among Indigenous communities and to acknowledge culturally specific processes.