

November 29, 2022

### **An update from your community social services bargaining association**

The nine-union Community Social Services Bargaining Association (CSSBA) has not been back to the negotiations table since the last update that we shared with you in early November, but we wanted to let you know what is happening with the negotiation of your new collective agreement in the Indigenous Services, General Services, and Community Living sub-sectors.

As you know, we have been hard at work for many months, negotiating with the representatives of the employers' association, and bringing forward the priorities that you identified. These priorities include fair and equitable wages to address rising costs, meaningful recognition of rights for Indigenous workers and your ability to address your own health needs, including mental health supports.

We have made progress at the table and have made many agreements on monetary and non-monetary priorities. However, at this point, we remain significantly far apart from the employers on a few key priorities in all three sub-sector community social services agreements.

We are working towards true reconciliation which means that all Indigenous workers are respected, and their cultural needs are valued. Our work at the negotiations table is in line with a shared commitment to reconciliation, and we believe that this should be reflected in improvements to your collective agreement.

We will continue to fight for the best collective agreement that values you and the work that you bring to your workplace and to your community. We are working towards an agreement that not only puts more money in your pocket but enables you to take care of your health and have a safe workplace.

We are also working to address a systemic issue with our community social services sector: recruitment and retention. We are working hard to bring all of your priorities to the table and to make your work more supported and attractive to new workers in the sector.

#### **What comes next?**

We had hoped to be able to schedule additional bargaining dates before the end of this calendar year, but due to scheduling challenges, that is not possible. We are now looking at bargaining dates in the New Year and we will keep you in the loop as we move forward.

In the meantime, it is critical that you keep your contact information up-to-date with your union stewards along with your workplace contacts so we can keep you informed as we move forward.

And please, share this bulletin with your co-workers to make sure that everyone in your workplace has a signed union card.

We thank you for all of your support!

In solidarity,

Your Community Social Services Bargaining Association (CSSBA) Negotiating Committee:

Andrea Duncan, CSSBA Negotiating Committee Chair

Angela Reed, BCGEU

April Duffield, BCGEU

Brian Calderwood, BCGEU

Jessica Daigneault, BCGEU

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