

October 25, 2023

Employers ordered to pay missing wages by Dec 31, 2023

Earlier this month, CUPE surveyed you and your coworkers about unpaid retroactive wages owed to members under the Community Social Services Bargaining Association (CSSBA), in which CUPE represents many members. While CSSBA's policy grievance – filed back in June 2023 – successfully pressured most of your employers to pay up, some were still unfairly not implementing wage increases. These were increases that you had negotiated into your collective agreement for 2022 and April 2023.

Thanks to your vigilance and reporting, we were able to narrow down that list of offending employers – all of whom are members of the Community Social Services Employers' Association (CSSEA) – and advance our policy grievance against CSSEA to arbitration.

Today, we have good news!

On Oct. 24, the arbitrator ruled in the Union's **favour!** This is a summary of his decision regarding your **wage top-ups for 2022 and April 2023:**

- CSSEA member employers that **have not paid wage increases** and/or retroactive payments **by Oct. 31, 2023, will, by Dec. 31, 2023:**
 - **pay the wage increases and retroactive payments,** and
 - **pay interest,** calculated in accordance with the *Court Order Interest Act*, in relation to wages earned (including retroactive payment owing) **from September 11, 2023, to the date the monies are paid.**
- If an employer does not pay workers the wage increases owed by Oct. 31, 2023, they must disclose this information to CSSEA and update the association when they do pay up. They must also provide calculations and confirmation of payment of interest owed.

This decision not only enforces a deadline but also financially incentivises those employers who still owe you money to pay sooner. CSSEA has also notified your employers.

These wage increases are six months overdue; you should not have been forced to wait this long. The frustration and stress that these delays caused are unnecessary and unfair. However, the ordeal has proven that speaking up works, and by using all the tools that your union membership provides, you get results!

In solidarity,

Carmen Sullivan
CUPE Community Social Services Coordinator