

# B.C. Public Sector Bargaining and Compensation

**Community Social Services Sector**

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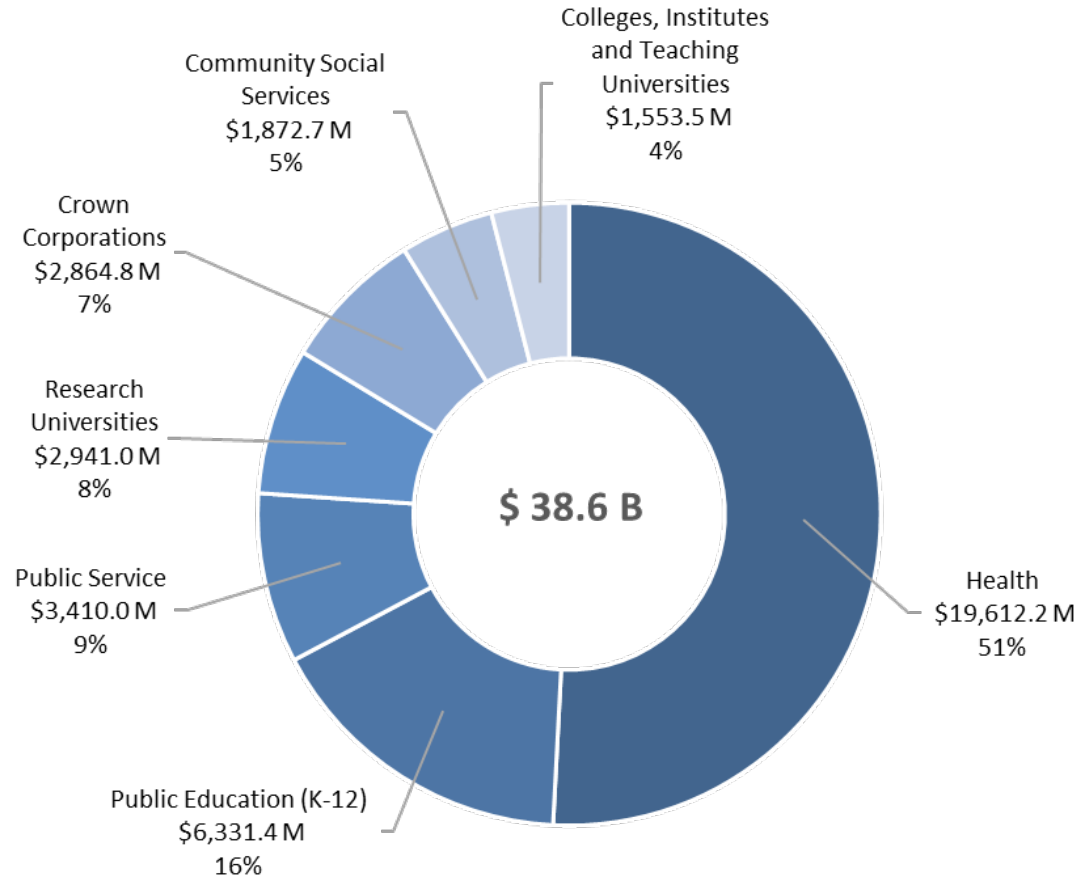
# Overview

- CSS Sector Data
- The PSEC model
- 2022 Shared Recovery Mandate
- Social Service Sector Compensation Standard Project
- Questions

# B.C. Public Sector

- **184** negotiated agreements
- **500,000** employees total, of which **393,000** are unionized
- Total annual compensation base: **\$38.6B**
- A **1%** change in total comp = **\$386M**
- For union and other negotiated agreements, a 1% increase would cost nearly **\$311M**.

# Total Compensation Base Sector Breakdown



# CSS Sector

- **45,638** employees (current headcount)
  - 21,174 unionized | 24,464 non-unionized
- **850** total agencies, **200** under CSSEA with **3** collective agreements
- **\$1.9 B** compensation base (April 2022) of which:
  - Community Living Services – \$739M
  - General Services – \$369M
  - Indigenous Services – \$22M
  - Non-CSSEA – \$741M
- A 1% change in total comp = **\$18.7 M**

# History

- Korbin Commission — ***Public Sector Employers Act (1994)***
- Problem: Gov't **accountable** for **costs and services** but no control over bargaining
- Response: Strategic coordination through a **centralized model** for union and non-union compensation

# Statutory Mandate

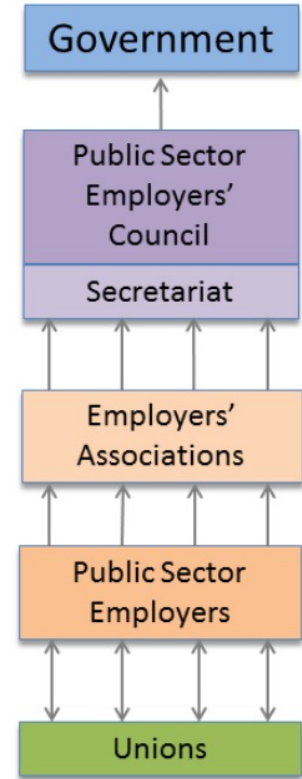
- **PSEC Council:**
  - Minister of Finance Chair, Cabinet ministers and ER reps
  - Sets strategic directions in HR management and LR
  - Advise Gov't, forum for ERs, facilitate engagement with unions/EEs
- **PSEC Secretariat:**
  - Central agency reporting to Minister of Finance
  - Cross-sector coordination to achieve Gov't fiscal & policy objectives
  - Strategic direction to bargaining agents
- **Employers' Associations:**
  - Established for each sector
  - Serve as or to coordinate ER bargaining agents

# PSEC Model

PSEC Secretariat works **with & through** employers' associations across seven sectors:

1. CSSEA — Social Services
2. HEABC — Health
3. BCPSEA — K-12 Public Education
4. PSEA — Post-Secondary
5. PSA — Public Service
6. UPSEA — Research Universities
7. CCEA — Crown Corporations

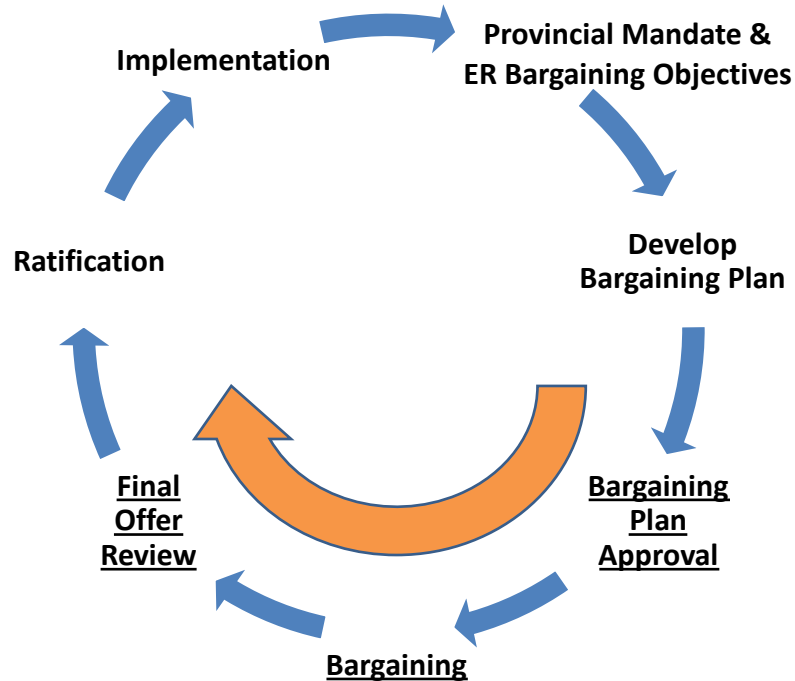
Does **not** regulate local government





# Broad Scope

- Public sector bargaining, strategic labour relations
- Non-union, management, executive compensation
- Public sector pensions
- Appointee remuneration



# Bargaining Cycle

The PSEC Secretariat supports strategic coordination throughout, with more technical lens at Bargaining Plan Approval stage and leading up to and including Final Offer Approval

## *Government's Three KEY Priorities*



Protecting  
the services  
that people  
depend on



Improving  
health care  
and preparing  
for future  
challenges



Supporting a  
strong economic  
recovery  
that includes  
everyone

# 2022 Shared Recovery Mandate

- Improve public services and the health-care system, while supporting the Province's continued economic recovery.
- Recognize employee contributions with fair wage increases, while highlighting other provincial investments.
- Create an open and collaborative tone – focus on mutually beneficial outcomes.

# Shared Priorities

- Indigenous recognition and reconciliation
- Equity, diversity and inclusion
- Anti-racism
- Mental health Occupational health & safety

# Compensation Standards Project

- Goal is to ensure appropriate provincial funding for employee compensation
- Deliverable #1: Management/Excluded Classification and Compensation Structure
- Deliverable #2: Non-Union Compensation Structure
- Led by PSEC Secretariat, with support from CSSEA
- Sector input through the Project Advisory Group

