Michael Lanier dedicated much of his life to the Labour movement, to CUPE, to CUPE Local 1936 and to Community Social Services and Childcare issues. He exemplified social justice principles, integrity and worked tirelessly on improving life for others and did so right up until his passing the night of January 11th, 2017.

As President of CUPE Local 1936 for twelve years, Michael continuously advocated on behalf of Community Social Service members at innumerable bargaining tables, on picket lines, in grievance meetings, at district council meetings, at City Hall meetings, as a member of the City of Vancouver Advisory Committee on Childcare Issues and by working with other coalitions. He was a member and co-chair of numerous CUPE BC and CUPE National Committees, including the CUPE BC Community Social Services Committee, the CUPE BC Childcare Working Group, the CUPE National Childcare Working Group and the CUPE National Community Social Services Sectoral Committee.

Michael also represented CUPE Metro members as Regional Vice-President of CUPE BC for several terms. He was extraordinarily proud of his involvement with the Executive and of CUPE BC. He truly believed we had the best union in Canada. As a Regional Vice-President, he advocated constantly for members from all sectors, providing a Community Social Services and Childcare lens to members of the CUPE BC Executive Board.

Michael did not cease his activism here. He believed strongly in improving living and working conditions for everyone. He felt that the provision of public services such as health care, education, basic amenities such as water and a public, accessible, affordable and quality childcare program helped build an equal and just society.

Michael was a staunch and relentless advocate for the $10 per day Childcare Plan and worked closely with coalitions such as the City of Vancouver Advisory Committee on
Childcare Issues, the Coalition of Childcare Advocates of BC and the Childcare Advocacy Association of Canada in an effort to realize his dream and vision of an affordable, public, accessible and quality childcare program for all BC families.

Because of his belief in a just and equal society, Michael allied himself strongly with the NDP and worked tirelessly on provincial and federal campaigns within his own riding in Ladner, BC.

Despite Michael’s extensive involvement in Labour and the childcare movements, Michael always made time for his family, his wife Kathleen, his daughter Deanna and his son-in-law Pablo. Michael’s family was his bedrock and meant the world to him. Many of us will remember Michael for his support of other CUPE Local’s and unions on picket lines. He truly believed that an “injury to one, is an injury to all.” We will miss seeing Michael proudly waving a CUPE flag on these picket lines, and we will miss seeing Michael with his camera, proudly contributing to providing a record of CUPE and Labour activities for all of us to enjoy.

Michael, we love you and miss you each and every single day.

**Early Intervention Program**

The Community Social Services Early Intervention Programs Policies and Procedures Manual has been rewritten and once it has been approved by the CSSBA Administration committee, the final stages of completing this work can be started. Upon completion, all the material will be posted on a fully accessible website.

**Joint Training**

Sector-wide Joint Training is an initiative that continues to take shape. Topics identified to date are Respectful Workplace (including Union & Management Relations), Bullying & Harassment, and Duty to Accommodate. The committee is starting to build the workshops and the training program, and is currently sourcing appropriate Respectful Workplace materials.
Appointment Policy Language
The interpretation of the collective agreement language around selection criteria (article 24.3) has been an ongoing dispute for the parties for the last 4 rounds of bargaining. The union took strike votes for this exact issue during one round of bargaining and during another round of bargaining this was the cornerstone of job action. There have been 5 days of mediation/arbitration on this, with more to be scheduled.

Extended Health Care Benefit Equivalency
The matter of benefit provider equivalency throughout the sector was submitted to arbitration, and a ruling was given that the parties meet and agree upon criteria to establish and maintain ongoing suitability for benefit providers in terms of financial viability, experience, data reporting and the ability to satisfy the requirements of the collective agreement.

Labour Adjustment and Education Fund
The CSSB/CSSEA Labour Adjustment and Education Fund had a balance of $373,446.46 as of December 31st, and is available for use by members. The committee is rewriting some of the materials to make it even clearer what these funds can be used for and how to access these funds. We are also receiving and reviewing other types of education opportunities which may broaden the usage and thus access of these funds for our members.

Provincial Health Care Aide Registry
The BC Ministry of Health published a Policy Intentions Paper in November 2016, indicating that there is consideration being given to changing the Health Professions Act to replace the current nursing regulatory colleges with a Single Nursing Regulator, and then expand the scope to potentially include many classifications within the CSS sector. The bargaining association has taken a position against this, and the Employer’s association has relayed a similar position to the Government.
Precarious Work
We have taken on a large mandate to investigate precarious work within the sector, and we are working hard to assess and to collect data in order to develop concrete recommendations and action items to the sector, and a committee meets quarterly to review this.

Comparability and Classification Adjustments
Comparability and classification anomaly wage adjustments were negotiated to narrow the wage gap between community social service and community health wage rates. Classification anomalies are essentially classifications that do not have a comparable classification in community health. The vast majority of classifications will receive 2.5% in comparability wage adjustments. Money has also been allocated to Paraprofessional Grid levels to fix a compression issue. The joint committee will continue to meet to prepare for the reality that different percentage adjustments will be made in future years depending on how close the CSS classification wage rates are to their community health target. This came in to affect on April 1st, 2017.

General Wages
On February 1, 2017, there was a wage increase of 1%. The Economic Stability Dividend was also applied on February 1, 2017, as an additional 0.35%.

WorkSafe BC Cost Reduction Project
Community Social Services Employers’ Association (CSSEA) has hired a consultant, with funding from the government, for a one year project in regards to sector wide claims and injuries, core standards of accreditation, classifications within WorkSafe BC (WSBC), if we can find a way to form a majority within a classification then the costs will go down. Also, to identify, compare and analyze good practices vs. bad practices (number and types of claims within the employers across the sector) in order to reduce injuries, claims and thus reduce costs. Then determine and recommend best practices to see if these can be implemented across the sector.
Taxable Benefits
As in other sectors, we are concerned about the threat of Extended Health Benefits being deemed a taxable benefit by the CRA.

Centralized Drug Dispensary (for maintenance drugs ONLY at this time)
Community Services Benefit Trust (CSBT) began a pilot project with Rexall Postscripts RX as the distributor. Twelve Pilot Sites are involved in this with a small working group as overseers. This will help reduce the rising costs of our benefit plan as prescription drugs are a significant portion of benefit costs.

Joint Benefits Working Group
The Joint Benefits Working Group was struck in the CSS sector instead of having a joint benefits trust enforced upon the sector. This committee is tasked to “recommend to the parties, including the funding ministries, general strategies to control the cost of benefits in the social services sector”. “The JBWG will determine the necessary mitigation measures to restore the fixed percentage.” “Fixed percentage is the percentage that benefits are of the straight-time payroll on November 30, 2018 as determined by the JBWG.” “On behalf of the JBWG, only the CSSBA representatives will be entitled to decide what cost-saving measures to adopt.”

Crisis Intervention
As with many other sectors, our front line members continue to struggle with the effects of the ongoing Fentanyl/Carfentanil crisis.

Respectfully submitted:
Michael Lanier, Chair
Alison Pringle, Chair
Cherilyn Bray, Co-Chair
Sheryl Burns
Amal Hasan
Nikki Kazimer
Niki Lord
Ken Vaughan-Evans
Michael Reed – Staff Advisor
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