

Email From: CLBC Financial Planning CLBC:EX <CLBC.FinancialPlanning@gov.bc.ca>
To: [Service Providers](#)
Sent: Tuesday, June 20, 2023 3:24 PM
Subject: [Clarification of earlier communications on 2022 and 2023 Funding Adjustments](#)

Message sent on behalf of Henry Chen, CLBC VP Finance and CFO

Dear CLBC Service Providers,

I am writing to service providers to provide further clarification regarding the funding adjustment notices sent on April 14, 2023, and June 12, 2023.

It was previously communicated that funding adjustments starting from Fiscal 2022/23 were contingent on the completion of the CSSEA compensation report (survey) and the authorization for CSSEA to share agency level data with provincial funders. I would like to provide the following clarification:

- For Union service providers, these requirements pertain only to funding increases earmarked for management and excluded staff, which is a component of the general administration funding that is provided. Funding for included staff increases will continue to be provided consistent with the collective agreement, regardless of CSSEA survey completion status.
- For Non-Union service providers, the completion of the 2022 and 2023 CSSEA compensation surveys are requirements before receiving funding for staff increases retroactive to April 1, 2022, and April 1, 2023, respectively. Additionally, the authorization to share agency specific data is a requirement to access funding for management and excluded staff increases.

We decided in good faith not to delay 2022 and 2023 funding adjustments subject to the completion of the CSSEA compensation survey and the authorization for CSSEA to share agency specific data. This is to ensure timely distribution of retroactive funding in light of recruitment and retention challenges in the sector and CLBC's migration to the new Program Negotiation (Global Uplifts) tool.

Please note that should any agency choose not to submit the survey to CSSEA and authorize the release of agency level data, CLBC will reclaim increases to management and excluded staff from a future payment. The reversal for management and excluded staff component of total administration funding will be determined using an average percent calculation based on the total reported cost in the CSSEA survey for management and excluded compensation over the total administration funding provided to the Community Living Sector.

CLBC remains committed to working closely with the sector on various critical issues, including recruitment and retention, management compression and inversion, as well as the disparity in compensation funding between union and non-union employees. To address these concerns, the *Community Social Service Sector Compensation Standard Project* was initiated, which aims to establish sector-wide compensation guidelines. These guidelines will serve as a basis for future funding decisions by creating a classification standard for management and non-union positions, along with appropriate compensation ranges. This project will enable provincial funders to have a common understanding of what constitutes appropriate compensation. However, it is important to note that accessing agency

level data will be necessary for provincial funders to accurately determine and support the funding required for management and excluded positions.

I encourage all service providers to complete the 2023 CSSEA compensation survey by the due date of June 30, 2023, and authorize CSSEA to share your agency specific data with CLBC.

If you have any questions or require additional information, please feel free to reach out to us at CLBC.FinancialPlanning@gov.bc.ca.

Thank you.

Sincerely,

Henry Chen

VP Finance and Chief Financial Officer
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communitylivingbc.ca

Communities of belonging, lives with connection

We acknowledge with respect the unceded, shared traditional territories across British Columbia on whose lands we live, work and play.

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