



COMMUNITY  
LIVING  
AGENCIES  
NETWORK  
BRITISH COLUMBIA

**You are Invited to Join!**

## **Who Represents Your Agency and Your Employees?**

This invitation is being mailed to non-union agencies providing services to people with disabilities and funded by the Provincial Government. Included in our mailing is that group of agencies who partnered together in the successful Respect All Coalition campaign during the past two years. Additionally, we are attempting to reach as many other non-union agencies as we can.

The Community Living Agencies Network Society (CLAN) has been successfully registered and our goal is to represent non-union agencies providing Community Living services. Just two of the current critical issues are:

- the need to continue to negotiate for funding increases in order that we can equitably compensate our employees and fairly compete to recruit new employees; and
- the need to be included in any considerations with regard to pension plan benefits for employees in our sector in the near future.

Our plan is to grow our membership so that we can strategize and work as a united voice on these critical short term issues. Establishing credibility will support us in the achievement of longer term goals to address other issues that we all face such as operational funding needs and human resource challenges.

The following concerns are clearly voiced by many of you:

- Non-union agencies are feeling isolated and unrepresented with no employers' association and no organized collective voice.
- Our 2008 funding increase of 1.6% is again not enough to match the 2% increase in wages that the unionized agencies received.
- In 2010 improved pension benefits for unionized workers will further widen the total compensation gap between those employees and ours.

We fought hard as a loose coalition during the past two years and were successful to a point. We received less than equal increases and bonus monies for 2006 and 2007 and our employees waited many months before their wages were adjusted. This year our funding increase was timely; however, once again, falls short of equity. The individuals we support deserve the same opportunities for stable well-paid employees to support them.

We cannot sit back and be complacent because we have recently been able to give our employees a raise and hope that further contract increases will be forthcoming in 2009 and 2010. There are no guarantees and, to date, we have received no indication that we will be included in funding for enhanced pension benefits in 2010. We need to take action now and send a strong message to CLBC and MCFD that we speak with one voice on behalf of non-union agencies and ultimately our employees.

We invite you to join CLAN and attend the inaugural Annual General Meeting if you can. The opportunities will include:

- To be a founding member of CLAN and help set the direction for collective action now and in the future either directly through committee work or indirectly through email correspondence.
- To participate in the society's inaugural AGM that will feature Mary Ellen Terpel Lafond, the Representative for Children and Youth as our keynote speaker.
- To be involved in strategic direction for pension benefit planning for our employees. Kevin Jeffrey of Pointbreak will present an information session on types of plans, pros and cons of association-style arrangements, employer responsibilities and getting started.
- To have access to other members and the opportunity to network and discuss strategy.
- To obtain news updates and join discussion groups.
- To participate in future educational opportunities.

We have enclosed an invitation to join CLAN and an invitation to attend the inaugural Annual General Meeting on June 24<sup>th</sup>, 2008. The fee for the AGM will be \$50 which will be waived if you send in your membership application now or sign up on the day.

We urge you to join CLAN today and we look forward to seeing you at the AGM in June. If you have any questions please contact:

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Please accept our apologies if this invitation is mis-directed or not appropriate for you or your agency. We will not use this mailing list again, so if you want to receive any further updates from CLAN, please reply and confirm your interest in our organization so that we can add you to our mailing list for future updates.