

February 27, 2009

The board of CLAN has been busy meeting with government officials and working with our Pension Consultant – Kevin Jeffrey of PointBreak – collecting information and developing proposals for a non-union pension plan.

In the fall, the Compensation committee led by Lucie McKiernan conducted a survey of CLAN BC members to identify what currently exists for retirement planning.

In November, we completed a report on existing retirement plans in non-union agencies:

<http://www.clanbc.ca/Shared%20Documents/ClanPensionSurvey.pdf>

In summary, there were very few agencies offering retirement plans for their employees currently. CLAN BC members will definitely need increased funding to be able to offer additional benefits. Our consultant has done additional research to identify what options exist for non-union agencies, and what savings CLAN BC members could achieve by working together.

Also in the fall, the Recruitment and Retention committee led by Michael Herbus had a number of meetings and collected information that we have posted on our website at:

<http://www.clanbc.ca/recruitment/default.aspx>

On February 11<sup>th</sup>, we met with senior staff from the Ministry of Housing and Social Development. We were encouraged that they understood our concerns and knew about the challenges we face. Their primary concern about getting increases for wages and new benefits (pensions) was the general economic environment – with government feeling pressure on all fronts, would we be facing cuts rather than funding increases. They offered us the opportunity to present our pension proposal to them and to CLBC and assured us they would give it serious consideration.

On February 17<sup>th</sup>, the Provincial government announced its budget for 2009/2010. Included in funding for CLBC was approximately \$40 Million for new services, \$2.6 Million for services required due to changing eligibility rules, and \$10 Million for increased costs of services for contracted services. That last budget amount is where the increases for non-union agencies and home-share providers comes from, so we were heartened to see funding there.

At recent CLBC service provider meetings, we have received assurances that all our contracts will receive increases of 1.6% effective April 1, 2009. Please confirm with the contract manager in your region the timing of your contract increase. The 1.6% is meant to address the cost pressures we face as non-union agencies. The primary cost pressure is needing to pay market wage to recruit and retain qualified staff for our services, so most agencies are putting the majority of the increases to wages and benefits. Some portion of the increase can go to address other cost pressures as well. If you have any problems or questions

In March, we have a meeting with Rick Mowles of CLBC to present our Pension Proposal. We will be arguing that our agencies need an equivalent funding increase so that we can provide an equivalent pension plan for our employees and continue to provide quality services in our communities.

In April, we are beginning planning for our Annual General Meeting and Conference in June 2009. If you have suggestions for topics you would like to see covered, please write to us – [info@clanbc.ca](mailto:info@clanbc.ca)

Our priorities for the next six months are to:

1. Confirm the funding increases for April 1, 2009
2. Develop proposals for wage equity amongst all community living agencies
3. Present our pension proposal to CLBC and follow up with additional information to ensure we have a funding commitment well before April 1, 2010.
4. Continue to develop our ability to represent agencies on the business issues we face as we provide essential community services.

Please write if you have any questions or concerns and pencil in the 19<sup>th</sup> of June as the date of our AGM and Conference.