



TAKING A STAND because we care.

CCSBA Message box - DRAFT

Last updated on: June 24, 2011

Key messages

- Community social service workers are taking a stand, because they care. They care for the most vulnerable citizens in our communities
- It is time for the provincial government and its employers to provide the respect and resources needed to stabilize community social services and improve services for the most vulnerable in our communities.
- Despite 18 months of protracted contract talks, employers have been unwilling to negotiate a fair deal that protects services and jobs through employment security.
- Frontline community social service workers across British Columbia have given their bargaining committee an 82% strike mandate.
- The strike comes at a time of deepening crisis in community social services
 - We are seeing group home closures,
 - cutbacks in agencies that serve women in crisis, families, people with disabilities, children with special needs and many others who rely on these community-based services.
- Community social services workers want job security, fair work practices, and other collective agreement improvements.

Immediate next steps (last updated: June 24)

- We are prevented from taking strike action until essential service levels have been set for every agency across the province.
- Essential services levels are set to protect client health and safety when job action occurs.
- Employers have stalled and delayed the process of establishing essential service levels. We are very frustrated with these delays – and the workers who have voted to strike are as well.
- On Tuesday, June 22, the Labour Relations Board established a process to set essential service levels. They should be set by July 22.
- We can issue 72-hour strike notices anytime after July 22.

- Some employers are increasing intimidation tactics towards workers, such as threatening to cancel approved vacations, refusing overtime and spreading false rumours about the strike and its impact. We are dealing with these.

Key strike issues

At issue are

- **job security**
 - We need reasonable improvements to our working conditions – things like improved options for bumping when lay-offs do occur, better job selection language.
 - Specific example 1
 - Specific example 2
 - Specific example 3
- A guarantee of the **continuity of service** for our clients
 - Specific example 1
 - Specific example 2
 - Specific example 3
- **Fair work practices**
 - Specific example 1
 - Specific example 2
 - Specific example 3
- Addressing **the chronic recruitment and retention problem** in the CSS sector
 - This seriously impacts the quality of care and support we are able to provide to some of our most vulnerable citizens
 - Specific example 1
 - Specific example 2

Strike strategy

- We are developing a strike strategy focused on escalating job action throughout the summer.
- We are developing the communication tools needed to mobilize strike action on the ground.

About CSS

- Community Social Services workers help people deal with life's challenges every day.
- Community Social Services workers help and support the most vulnerable members in our communities, including youth, women, people with disabilities, immigrants, First Nations, and many others.
- What do community social services workers do? They
 - work in residences and day programs for people with developmental disabilities
 - support families and youth in need
 - provide quality child care
 - support victims of violence
 - assist those with substance abuse issues
 - provide services for children with special needs
 - counsel and support immigrant families
 - provide services to aboriginal people
 - offer a range of services for women
 - support people dealing with physical and emotional abuse
 - work with those who are facing job loss, life skill and decision-making problems
 - support people with emotional and mental health challenges
- To learn more, visit, <http://www.cssmatters.ca/> - a website about raising awareness about what CSS workers do.

About CSSBA

- The Community Social Services Bargaining Association (or CSSBA) includes nine unions representing about 15,000 workers employed by 220 Community Social Services agencies across British Columbia.
- There are nine CSSBA Member unions, including:
 - B.C. Government and Service Employees' Union - Lead union in the sector
 - Canadian Union of Public Employees
 - Hospital Employees' Union
 - Health Sciences Association of British Columbia
 - United Steelworkers of America
 - United Food and Commercial Workers International Union
 - Construction and Specialized Workers' Union
 - Christian Labour Association of Canada
 - British Columbia Nurses' Union
- For more information, visit www.cssfairdeal.ca - a website about CSS workers and CSS bargaining.

Resources

- www.cssfairdeal.ca - CSS strike resources.
- [Facebook - BC's Community Social Services Workers](#) group

Key CSSBA press releases

- **March 30** - Community social service workers committed to strike - <http://www.bcgeu.ca/node/9000>
- **June 7** - Community social services workers to rally support for a fair deal - http://www.bcgeu.ca/Community_social_services_workers_rally_support_fair_%20deal
- To be completed....

Key CSSBA bargaining bulletins

- **June 23** - Steady progress to CSS job action - Essential service levels to be set by July 22 - http://www.bcgeu.ca/steady_progress_to_job_action_110623
- **May 30** - Community social service workers committed to strike - <http://www.bcgeu.ca/node/9000>
- **March 30** - Talks break down in community social services bargaining, strike vote to be taken - <http://www.bcgeu.ca/node/8664>
- To be completed....