



Portability agreement reached for members in Community Social Services

Earlier this year, the Community Social Services Bargaining Association (CSSBA) reached a memorandum of agreement with the employers' association, which could allow members in the sector to transfer seniority as it pertains to wages and vacation from a job with one community social services employer to another.

The process is not automatic and specific criteria must be met in order to participate. Where an employer chooses to participate in the portability program, the union member shall have noted in their letter of hire that the portability clause applies.

Regular employees (not casual), may move directly from one CSS employer to another and transfer their seniority for the purposes of calculating vacation entitlement and determining the wage step increment.

In order to be considered for portability, regular employees must:

- have ended their employment with a CSS employer and be hired by the new CSS employer within 12 months;
- successfully complete their probationary period with the new employer;
- work in the same or similar classification (position) at both employers; and
- have the agreement of the new employer.

Once the criteria is met, and upon successful completion of the probationary period, the employee will be credited with both portable benefits (a) vacation entitlement and (b) Wages – Appendix A.

The agreement is an important first step in dealing with the sector's recruitment and retention problems. The bargaining association will continue to pursue a more seamless process of portability in future agreements.

The details of the process are outlined in a Memorandum of Agreement (MOA) between CSSBA and the Community Social Services Employers Association (CSSEA).

To view the MOA, visit [www.cssfairdeal.ca/sites/default/files/MOA Retention and Portability Clause FINAL.pdf](http://www.cssfairdeal.ca/sites/default/files/MOA_Retention_and_Portability_Clause_FINAL.pdf) online.

April 13, 2016