



## In this Edition:

- 2016 Awards of Excellence Recipients Honoured Page 1
- CSSEA's 2016-17 Board and Panels Page 3
- Ask an HRLR Consultant Page 4
- Telus Offer Page 4
- CSSEA AGM and Conference Page 5

## 2016 AWARDS OF EXCELLENCE RECIPIENTS HONoured



CSSEA's 2016 Awards of Excellence recipients from left to right: Nancy Gauvin, Hero; Colleen Lucier, Leader; Lois Wynne, Legend; and Alysia Woelbern, Rising Star.

**By Doris Sun**

Smiles, excitement, nerves and even a few tears – those were some of the characteristics that summed up the 2016 Community Social Services Awards of Excellence. The awards, sponsored by TELUS and held in Vancouver as a kickoff to CSSEA's Annual General Meeting and Conference, brought together over 100 attendees who were eager to toast this year's four recipients. Among those in attendance were representatives from TELUS, the awards' Selection Committee, members of the external judging panel, CSSEA staff and recipients' family, friends and colleagues from across the province.

Hosted by last year's Legend award recipient, Michael McCoy, the afternoon proved to be both emotional and inspirational, as guests were treated to videos that showcased why the winners were so deserving. Each recipient spoke about the mentors, colleagues, clients and families that motivated them to perform above and beyond in their jobs.

We congratulate our 2016 award recipients:

*Continued on next page*

## STAY IN TOUCH

We welcome all suggestions and comments. Feel free to send your feedback to Doris Sun, Manager of Communications, at: [dsun@cssea.bc.ca](mailto:dsun@cssea.bc.ca).





**Rising Star, Alysia Woelbern (*top left*), Outreach Worker at Chimo Community Services Society in Richmond**

Alysia embodies passion, empathy and innovation beyond her years. Starting as a practicum student in 2010, Alysia soon gravitated to homelessness prevention, focusing on youth transitioning out of foster care; women who experienced, or are at risk of experiencing, violence; people leaving the correctional and hospital systems; and individuals of Aboriginal descent. She is also credited with creating a Seniors Rent Bank, a program designed to help seniors on limited income who suddenly become unable to pay their rent.

**Hero, Nancy Gauvin (*top right*), Associate Director of Employment Services at Chilliwack Society for Community Living**

Nancy has spent almost two decades working in the community social services sector, having pioneered programs that focus on community inclusion and skills-building for individuals with developmental disabilities. Nancy developed the RISE program, which empowers clients who would typically be referred to a day service program by helping them obtain employment and truly be included in their communities.

**Leader, Colleen Lucier (*bottom left*), Executive Director of Lii Michif Otipemisiwak Family and Community Services in Kamloops**

Colleen has been working with the Aboriginal community in child welfare for about 20 years. She has learned the traditional ways of the Métis People and works to ensure those traditions can be passed down across generations. She has also devoted herself to educating others about the systemic, historic and intergenerational traumas that Métis families have experienced.

**Legend, Lois Wynne (*bottom right*), Executive Director of Sea to Sky Community Services Society in Squamish**

Lois has served three decades in the community social services sector and in that time, has grown her agency from five to 180 employees, \$46,000 to \$8 million in annual operating budget and four to 40 community programs. She is a true leader, having won various business awards, and continuing to bring in new programs that improve the lives of residents in the Sea to Sky Corridor.

Each recipient received a framed certificate, souvenir copy of their video clips, a \$100 donation to a charity of their choice and a tablet from TELUS. CSSEA looks forward to continuing with the awards and encourages all members and associates who know of colleagues making a difference in community social services to fill out a nomination form. The nomination process will begin next March.

# INTRODUCING CSSEA'S 2016-2017 BOARD AND PANELS

## Board Members

**Chair - Janice Barr**, Executive Director, Richmond Society for Community Living

**Vice Chair - David Young**, Executive Director, Sources Community Resources Society

**Treasurer - Fernando Coelho**, Chief Executive Officer, posAbilities Association of British Columbia

**Reg Bawa** - Assistant Deputy Minister and Executive Financial Officer, Ministry of Children and Family Development

**Michael Lord** - Assistant Deputy Minister, Ministry of Social Development and Social Innovation

**Seonag Macrae** - Chief Executive Officer, Community Living BC

**Chris Rathbone** - Executive Director, Public Sector Employers' Council Secretariat

**Rod Santiago** - Executive Director, Abbotsford Community Services

**Bernadette Spence** - Chief Executive Officer, Vancouver Aboriginal Child and Family Services Society

**Colleen Spier** - Executive Director, Island Métis Family & Community Services Society

**Lilla Tipton** - Executive Director, Inclusion Powell River Society

## Aboriginal Services Panel

**Chair - Bernadette Spence**, Chief Executive Officer, Vancouver Aboriginal Child and Family Services Society

**Vice Chair - Colleen Spier**, Executive Director, Island Métis Family & Community Services Society

**Kathleen Bennett**, Executive Director, Northwest Inter-Nation Family and Community Services Society

**Lyndale George**, Haida Child and Family Services Society

**Colleen Lucier**, Executive Director, Lii Michif Otipemisiwsak Family & Community Services

**Judy Smith**, Chief, Executive Officer, La Société de les Enfants Michif (Métis Family Services)

## Community Living Services

**Chair - Tammy Khanna**, Executive Director, Independent Living Housing Society of Greater Victoria

**Vice-Chair - Eileen Howells**, Executive Director, Vernon and District Association for Community Living

**Janice Barr**, Executive Director, Richmond Society for Community Living

**Fernando Coelho**, Chief Executive Officer, posAbilities Association of British Columbia

**Tony Laing**, Executive Director, Penticton & District Society for Community Living

**Kevin Lusignan**, Executive Director, Community Ventures Society

**Ellen Tarshis**, Executive Director, Community Living Victoria

**Lilla Tipton**, Executive Director, Inclusion Powell River Society

## General Services

**Chair - Lois Wynne**, Executive Director, Sea to Sky Community Services Society

**Vice-Chair - Diane Entwistle**, Okanagan Boys & Girls Clubs

**Sanjay Gulati**, Executive Director, Mission Community Services Society

**Deborah Joyce**, Executive Director, District 69 Family Resource Association

**Vicki Kipps**, Executive Director, Maple Ridge/Pitt Meadows Community Services

**Anne Nikon**, Executive Director, W.J. Stelmaschuk and Associates Ltd.

**Rod Santiago**, Executive Director, Abbotsford Community Services

**David Young**, Executive Director, Sources Community Resources Society

## ACTIVATE MOBILITY SAVINGS WITH



Members looking for a new smartphone are invited to check out discounted plans and hardware promotions available exclusively to those working in the sector.

If you plan on activating a new line, you may be entitled to discounts of up to 30% off your monthly plans. Those moving to Telus from a different carrier can save up to \$400 off your smartphone.

### Available Devices:

Samsung Galaxy S7: \$0

Google Pixel: \$0

iPhone SE 64GB: \$0

iPhone 6s 128GB: \$0

iPhone 7 32GB: \$100

iPhone 7 128GB: \$230

Plans start at \$56 per month for 1GB of shareable data and 300 local minutes, up to \$84 for 7GB of shareable data and 300 local minutes.

For full details, rules and exclusions, see the Telus offer flyer by logging into the CSSEA website and clicking on the December 2016 Offer in the Members' section.

Anyone with questions can contact David Wilkins, Sales Executive, at david.wilkins@telus.com

## ASK AN HRLR CONSULTANT: ANNE CAMPBELL



### Q: How are benefits handled while on an Unpaid Leave of Absence?

Article 20.7 of the Community Living, General Services and Aboriginal Services Collective Agreements state:

*"The Employer will continue to pay its share of the applicable health and welfare benefits for a maximum of 20 work shifts in any calendar year. For any leave of absence or accumulation of leaves of absence in excess of 20 work shifts in any calendar year, benefit coverage may be continued by the employee, provided the employee pays, in advance, the monthly cost of all the benefit premiums to the Employer in accordance with the procedures outlined by the Employer. Any employee granted unpaid leave of absence totaling up to 20 working days in any year will continue to accumulate seniority and all benefits."*

*"If an unpaid leave of absence or an accumulation of unpaid leaves of absence exceeds 20 working days in any year, the employee will not accumulate benefits from the 21st day of the unpaid leave, but will accumulate seniority and receive credit for previously earned benefits upon expiration of the unpaid leave."*

*Payments of benefit premiums will be prorated for partial months."*

Unpaid leaves are any leaves where the employer is not paying the employee. Some examples include unpaid sick leave; WCB; ICBC; LTD, etc.

When employees commence an unpaid leave it is important that Employers take several steps before the unpaid leave commences:

- Advise the employees of the options to purchase benefits during the unpaid leave.
- Send the employees the CSSEA template letter and form so that the employer may obtain the employee's written election of which benefits they wish to purchase or not purchase during the unpaid leave. This confirmation should include their understanding that, if they choose not to purchase benefits, they have no coverage until they return to work. Also, the employer should state that they have to pay the premiums in advance.

Employers should keep the completed employee election forms on file.

This process can be important to confirm eligibility in the event of a claim. For example, if an employee chooses not to purchase Group Life coverage and dies during the unpaid leave, the death claim will not be payable. The employer may be required to provide a copy of the employee's election form as evidence that there was no coverage in place.

If employees elect not to continue coverage in the first place, they cannot pay retroactive contributions in order to re-activate their coverage back to the start of their unpaid leave.

### Do you have a question for our HRLR team?

Email us at: dsun@cssea.bc.ca and we may feature your question.

# THANK YOU FOR ATTENDING OUR 2016 AGM AND CONFERENCE!



## MANY THANKS TO OUR GREAT EVENT SPONSORS

**GOLD**



**SILVER**



**BRONZE**



**SEE YOU NEXT YEAR IN KELOWNA!**  
**October 24-26 at the Delta Grand Okanagan Resort**

