

March 2022

## **HOW WAGES ARE FUNDED**

**Wages for the majority of Community Disability Service Providers (your employer) are funded by the Government of Alberta under the Ministry of Community and Social Services - Persons with Developmental Disabilities (PDD).**

There have been no funding increases for wages or benefits from the Government of Alberta since 2014.

In addition to no new dollars for your wages or benefits, your employer has not received any new dollars since 2014 to help cover other increasing costs (e.g. utilities & supplies). These rising costs, that they have no ability to control, actually means that they have less dollars to spend in the most important area of the work – the people they employ.

Your employer cannot give you money (that they do not have), to raise your wages unless the government increases their funding contract. It is the funding contract that your employer uses to establish employee wages and benefits (total compensation).

The current funding that your employer receives to compensate you is not sufficient and does not reflect the important and essential work that you do. Benefits, including sick time, also have to be funded through your employer's contract and no extra funding has been received since COVID began to increase sick time or other benefits..

Community Disability Services are in crisis. An immediate infusion of additional funding is needed to increase wages by 25%. Annual contracts in the future need sustainable and predictable funding increases to keep wages and benefits competitive and reflective of the valuable services that all people employed in disability services provide.

The Alberta Disability Workers Association is leading the provincial campaign *Essential but Forgotten* to address this serious issue. The success of this advocacy campaign will, to a large extent, be influenced by the number of supporters and allies who become actively involved. We hope that you will be a part of this important campaign to raise wages for everyone employed in community disability services across Alberta.

For more information, or to become an ADWA member, please visit our website at [www.adwa.ca](http://www.adwa.ca) or contact us directly at [campaign@adwa.ca](mailto:campaign@adwa.ca).

THANK YOU!