

The CYCAA is encouraging all members to write or email letters to the people on the list below expressing their concerns about the recent changes described in the attached letter.

It has recently come to our attention that the Provincial Government has made a decision to stop formally recognizing certified Government Child and Youth Care Counselors in their pay classification. The Child and Youth Care Association of Alberta has been advocating to the Children's Ministry that any changes to the classification of Certified Child and Youth Care Counselors would be considered an erosion of the high standard of training and knowledge that Certified Child and Youth Care Counselors in Alberta have. The Association even sent a letter to the Ministry in this regard several weeks ago. In having numerous conversations with Ministry personnel over the years on this issue it is clear that they share our support of the certification of Child and Youth Care Counselors. It should also be noted that the Ministry actually initiated the certification of Child and Youth Care Counselors based on the knowledge that adequately trained and certified Counselors was required for working with such an at risk population. In 1990 they passed on the maintenance of the certification process to the Association. To this day they maintain a stake in certification via a tripartite agreement between the CYCAA Certification Board, the Association of Services for Children and Families and the Ministry.

We do understand that this decision was made in keeping with the Hays review and is recognizing equal pay for equal work but there must be other ways to recognize certification if this decision cannot be reversed. Perhaps a three-tiered pay grid similar to many agencies in Alberta can be considered. A level one counselor is uncertified and not in a leadership role; a level two is certified and has leadership duties such as shift leading, team leader, etc.; a level three is a senior, Certified Counselor role and they take on some training and supervisory duties. The resulting pay grid would recognize the increasing experience, skill and training that Counselors acquire over time. The Association would be open to being consulted on this issue.

The Association would like to request that all Child and Youth Care Counselors across the province support their Government colleagues by wearing black this Thursday to demonstrate their disappointment with this decision.

Sincerely,

Patrick Foran
President
Child and Youth Care Association of Alberta

IMPORTANT

ATTENTION ALL CYCAA MEMBERS:

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