

BC Bargaining database

VOL. 02, NO.3- July 2009

Settlement Summaries

(May 2009 to July 2009)

PRIVATE SECTOR

FOOD & BEVERAGE

Parties: Summit Logistics.
AND
Retail Wholesale Union, Local 580

Contract expiry: March 31, 2008; 380 employees. The parties have ratified a 3-year agreement, effective April 1, 2008 to March 31, 2011 that provides a wage increase as follows:

March 23, 2008	2.0 per cent
March 29, 2009	2.5 per cent
March 28, 2010	2.5 per cent

Hourly Wages	Previous	March 23, 2008	March 29, 2009	March 28, 2010
Warehouse worker*	\$21.27	\$21.91	\$22.57	\$23.24
Receiver*	\$25.03	\$25.78	\$26.55	\$27.35
Head Mix Load*	\$25.51	\$26.28	\$27.06	\$27.88
Electrician**	\$28.80	\$29.66	\$30.55	\$31.47

*Grocery Warehouse

**Maintenance department

Other

- No significant benefit changes were made.

HEALTH & WELFARE

Parties: Aramark.
AND
Hospital Employees Union (Vancouver Coastal Health Authority and Providence)

Contract expiry: September 30, 2008; 750 employees. The parties have ratified a 4-year agreement, effective October 1, 2008 to September 30, 2012 that provides wage increases as follows:

October 1, 2008 (retro)	\$0.30 per hour
Date of Ratification	\$0.25 per hour
January 1, 2010	\$0.40 per hour
October 1, 2010	\$0.20 per hour
April 1, 2011	\$0.30 per hour
October 1, 2011	\$0.50 per hour

Hourly Wages	Previous	October 1, 2008 (retro)	Date of Ratification	January 1, 2010	October 1, 2010	April 1, 2011	October 1, 2011
Housekeeping Aide	\$13.05	\$13.35	\$13.60	\$14.00	\$14.20	\$14.50	\$15.00
Lead Hand	\$14.10	\$14.40	\$14.64	\$15.05	\$15.25	\$15.55	\$16.05

Other

- Effective March 1, 2009, the employer will pay 70 per cent of extended health, dental, life insurance & MSP premiums.
- Effective date of ratification, all night shift premiums are increased from \$0.70 per hour to \$0.85 per hour.
- The waiting period for sick leave benefits is eliminated. Employees will now be eligible for sick leave once the probationary period has passed and they are enrolled in the benefits plan.
- Casual employees, who work 20 hours or more per week for three months, will receive benefits and sick leave after completing the probationary period.

Parties: Sodexo.
AND
Hospital Employees Union (Vancouver Coastal Health Authority, Fraser Health Authority, Central Care, Shannon Oaks, Foyer Maillard, and German Canadian care homes)

Contract expiry: September 30, 2008; 1,500 employees. The parties have ratified a 4-year agreement, effective October 1, 2008 to September 30, 2012 that provides wage increases as follows:

HEALTH & WELFARE CONT'D

January 1, 2009 (retro)	\$0.30 per hour
April 1, 2009 (retro)	\$0.35 per hour
October 1, 2009	\$0.40 per hour
October 1, 2010	\$0.40 per hour
October 1, 2011	\$0.50 per hour

Hourly Wages	Previous	January 1, 2009	April 1, 2009	October 1, 2009	October 1, 2010	October 1, 2011
Dietary Aid*	\$13.05	\$13.35	\$13.70	\$14.10	\$14.50	\$15.00
Lead Hand	\$14.25	\$14.55	\$14.90	\$15.30	\$15.70	\$16.20
Cook 2	\$16.11	\$16.41	\$16.76	\$17.16	\$17.56	\$18.06

*Wage group includes Dietary Clerks, Retail Aids, Laundry Aids, & Housekeeping Aids.

**This group makes up approximately 95 per cent of the workforce

Other

- Effective date of ratification (May 26, 2009), all night shift premiums are increased from \$0.70 per hour to \$1.00 per hour.
- Effective October 1, 2009, employer increases benefit cost-sharing from 50/50 to 70 per cent employer paid / 30 per cent employee paid for MSP and extended health, life, and AD&D. And, the age limit is raised on benefits eligibility from 65 to 70 years of age.

FORESTRY

Parties: Domtar Inc.
AND
Communications, Energy and Paperworkers Union, Local 10-b

Contract expiry: April 30, 2008; 338 employees. The parties have ratified a 4-year agreement, effective May 1, 2008 to April 30, 2012 that provides a wage increase as follows:

May 1, 2008	2.0 per cent
May 1, 2009	2.5 per cent
May 1, 2010	2.5 per cent
May 1, 2011	3.0 per cent

No wages were available at this time

FORESTRY

Other

- The Domtar agreement follows the western settlement pattern for pulp.
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MANUFACTURING

Parties: Lafarge, Valleyrite Aggregates.
AND
Teamsters, Local 213

Contract expiry: December 31, 2008; 10 employees. The parties have ratified a 5-year agreement, effective January 1, 2009 to December 31, 2013 that provides a wage increase as follows:

January 1, 2009	4.0 per cent
January 1, 2010	3.5 per cent
January 1, 2011	3.0 per cent
January 1, 2012	2.75 per cent
January 1, 2013	2.5 per cent

Hourly Wages	Previous	January 1, 2009	January 1, 2010	January 1, 2011	January 1, 2012	January 1, 2013
Labourer	\$21.55	\$22.41	\$23.19	\$23.89	\$24.55	\$25.16
Plant Operator/ Mobile Equipment Mechanic/ Welder	\$26.30	\$27.35	\$28.31	\$29.16	\$29.96	\$30.71
	\$27.36	\$28.45	\$29.45	\$30.33	\$31.16	\$31.94

Other

- Employer contribution increases by \$0.05 per hour each year of the agreement. The 2009 rate is \$2.90 per hour.
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MANUFACTURING CONT'D

Parties: Lafarge, Kash Brothers Ready Mix.
AND
Teamsters, Local 213

Contract expiry: December 31, 2008; 35 employees. The parties have ratified a 2-year agreement, effective January 1, 2009 to December 31, 2010 that provides a wage increase as follows:

January 1, 2009	2.5 per cent
January 1, 2010	2.5 per cent

Hourly Wages	Previous	January 1, 2009	January 1, 2010
Yardman	\$20.12	\$20.62	\$21.14
Washout man	\$25.89	\$26.54	\$27.20
Mixer Driver	\$26.58	\$27.24	\$27.92
Mechanic/ Maintenance	\$27.14	\$27.82	\$28.52
Batcher	\$27.32	\$28.00	\$28.70

Other

- Employer contribution increases by \$0.05 per hour each year of the agreement. The 2009 rate is \$2.45 per hour.

Parties: Tri-Star Industries.
AND
United Steel Workers, Local 2952

Contract expiry: June 30, 2008; 75 employees. The parties have ratified a 2-year agreement, effective July 1, 2008 to June 30, 2010 that provides a wage increase as follows:

July 1, 2008	2.5 per cent
July 1, 2009	2.5 per cent

Hourly Wages	Previous	July 1, 2008	July 1, 2009
Helper	\$16.39	\$16.80	\$17.22
Journeyman – Machinist	\$29.59	\$30.33	\$31.09

MANUFACTURING CONT'D

Other

- No significant benefit changes were made
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Parties: Dynamic Windows & Doors Inc.
 AND
 United Steel Workers, Local 2952

Contract expiry: April 30, 2009; 98 employees. The parties have ratified a 5-year agreement, effective May 1, 2009 to April 30, 2014 that provides a wage increase as follows:

May 1, 2009	2.5 per cent
May 1, 2010	2.5 per cent
May 1, 2011	2.5 per cent
May 1, 2012	3.0 per cent
May 1, 2013	3.0 per cent

No Wage Data Available

Other

- No significant benefit changes were made
-

TRADES & SERVICES

Parties: Canadian Linen and Uniform Service.
 AND
 Teamsters, Local 213

Contract expiry: February 29, 2008; 110 employees. The parties have ratified a 5-year agreement, effective March 1, 2008 to February 28, 2013 that provides a wage increase as follows:

March 1, 2008	2.5 per cent
March 1, 2009	3.0 per cent
March 1, 2010	3.0 per cent
March 1, 2011	3.0 per cent
March 1, 2012	3.0 per cent

No Wage Data Available

TRADES & SERVICES CONT'D

Other

- No significant benefit changes were made
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Parties: DHL Express (Canada).
AND
Canadian Auto Workers, Local 114

Contract expiry: December 31, 2008; 800 employees. The parties have ratified a 51-month agreement, effective January 1, 2009 to March 31, 2013 that provides a wage increase as follows:

January 1, 2010	2.5 per cent
January 1, 2011	2.5 per cent
January 1, 2012	2.5 per cent

Hourly Wages	Previous	January 1, 2009	January 1, 2010	January 1, 2011	January 1, 2012
Customer Service Representative	\$17.00	\$17.00	\$17.43	\$17.86	\$18.31

Other

- No significant benefit changes were made
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PUBLIC SECTOR

FEDERAL GOVERNMENT

Parties: Treasury Board of Canada
AND
Professional Institute of the Public Service of Canada, Research

Contract expiry: September 30, 2006; 188 employees. The arbitral award is a 4-year agreement, effective October 1, 2006 to September 30, 2010 that provides a wage increase as follows:

FEDERAL GOVERNMENT CONT'D

October 1, 2006	2.5 per cent
October 1, 2007	2.3 per cent
October 1, 2008	1.5 per cent
October 1, 2009	1.5 per cent

No Wage Data Available

Other

- No significant benefit changes were made
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HEALTH & WELFARE

Parties: Health Employers Association of British Columbia.
AND
British Columbia Nurses' Union (Nurses Bargaining Association)

Contract expiry: March 31, 2010; 29,270 employees. The parties have ratified a 2-year extension, effective April 1, 2010 to March 31, 2012 that provides labour market adjustments as follows:

April 1, 2010	3.0 per cent
April 1, 2011	3.0 per cent

No Wage Data Available

Other

- No significant benefit changes were made
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MUNICIPAL GOVERNMENT

Parties: City of Campbell River
AND
Canadian Union of Public Employees, local 401

Contract expiry: December 31, 2006; ~ employees. The parties have ratified a 3-year agreement, effective January 1, 2007 to December 31, 2009 that provides a wage increase as follows:

MUNICIPAL GOVERNMENT CONT'D

January 1, 2007	3.0 per cent
January 1, 2008	3.0 per cent
January 1, 2009	3.0 per cent

No Wage Data Available

Other

- No significant benefit changes were made
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Parties: City of Coquitlam
AND
International Association of Fire Fighters, local 1782

Contract expiry: December 31, 2006; 95 employees. The parties have ratified a 3-year agreement, effective January 1, 2007 to December 31, 2009 that provides a wage increase as follows:

January 1, 2007	2.0 per cent
June 30, 2007	1.5 per cent
January 26, 2008	2.5 per cent
October 4, 2008	2.5 per cent
January 24, 2009	2.5 per cent
December 31, 2009	2.5 per cent

No Wage Data Available

Other

- No significant benefit changes were made
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Parties: Corporation of Delta
AND
International Association of Fire Fighters, local 137

Contract expiry: December 31, 2006; 137 employees. The parties have ratified a 3-year agreement, effective January 1, 2007 to December 31, 2009 that provides a wage increase as follows:

January 1, 2007	2.0 per cent
June 30, 2007	1.5 per cent
January 26, 2008	2.5 per cent
October 4, 2008	2.5 per cent
January 24, 2009	2.5 per cent
December 31, 2009	2.5 per cent

MUNICIPAL GOVERNMENT CONT'D

No Wage Data Available

Other

- No significant benefit changes were made
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Parties: Greater Victoria Labour Relations Association (Victoria, Central Saanich and Oak Bay).
AND
International Association of Fire Fighters, local 780

Contract expiry: December 31, 2006; 140 employees. The parties have ratified a 3-year agreement, effective January 1, 2007 to December 31, 2009 that provides a wage increase as follows:

January 1, 2007	2.0 per cent
June 24, 2007	1.5 per cent
January 20, 2008	2.5 per cent
September 28, 2008	2.5 per cent
January 18, 2009	2.5 per cent
December 20, 2009	2.5 per cent

**Wage increases were based on the Interest Arbitration decision from the Burnaby (Arbitrator Gordon) and Vancouver (Arbitrator Korbin) arbitration.*

No Wage Data Available

Other

- Cost sharing benefits plans: Effective July 1, 2009, cost sharing premiums increased for the employer from 75 per cent employer contribution / 25 per cent employee contribution to 80 per cent employer contribution / 20 per cent employee contribution.
 - Effective July 1, 2009: Dental Plan C lifetime maximum will increase to \$5,000 per employee from \$2,500 per employee.
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Parties: City of Langley
AND
International Association of Fire Fighters

Contract expiry: December 31, 2006; ~ employees. The parties have ratified a 3-year agreement, effective January 1, 2007 to December 31, 2009 that provides a wage increase as follows:

MUNICIPAL GOVERNMENT CONT'D

January 1, 2007	2.0 per cent
July 1, 2007	1.5 per cent
January 27, 2008	2.5 per cent
October 5, 2008	2.5 per cent
January 25, 2009	2.5 per cent
December 31, 2009	2.5 per cent

No Wage Data Available

Other

- No significant benefit changes were made
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Parties: District of Mission.
AND
Canadian Union of Public Employees, local 1267

Contract expiry: December 31, 2008; 160 employees. The parties have ratified a 5-year agreement, effective January 1, 2009 to December 31, 2013 that provides a wage increase as follows:

January 1, 2009	3.5 per cent
January 1, 2010	4.0 per cent
January 1, 2011	4.0 per cent
January 1, 2012	4.0 per cent
January 1, 2013	4.0 per cent

No Wage Data Available

Other

- Effective May 1, 2009, Dental: Plan B – increase to 75% - \$4,000/yr; Plan C – increase to \$6,000 lifetime limit.
 - Effective May 1, 2009, Extended Health Care: Increase all paramedicals to \$500 each year (physiotherapist, chiropractor, massage, podiatrist, speech, psychologist, acupuncture)
 - Effective May 1, 2009, Vision Care: increase to \$500 every two years including laser eye surgery
 - Effective May 1, 2009, Eliminate annual \$25 deductible
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MUNICIPAL GOVERNMENT CONT'D

Parties: Okanagan Regional Library
AND
Canadian Union of Public Employees, local 1123

Contract expiry: December 31, 2007; 161 employees. The parties have ratified a 3-year agreement, effective January 1, 2008 to December 31, 2010 that provides a wage increase as follows:

January 1, 2008	\$ 0.69 per hour*
January 1, 2009	\$ 0.65 per hour
January 1, 2010	\$ 0.75 per hour

**The 1st year increase is an approximation as many employees moved up one band rate*

Hourly Wages	Previous	January 1, 2008	January 1, 2009	January 1, 2010
Office Clerk (start)	\$16.07	\$16.76	\$17.41	\$18.16
Library Technician I (start)	\$18.84	\$19.53	\$20.18	\$20.93
Community Librarian II (start)	\$20.95	\$21.64	\$22.29	\$23.04

Other

- No significant benefit changes were made
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Parties: City of Port Coquitlam
AND
Canadian Union of Public Employees, local 498

Contract expiry: December 31, 2006; 240 employees. The parties have ratified a 5-year agreement, effective January 1, 2007 to December 31, 2011 that provides a wage increase as follows:

January 1, 2007	3.0 per cent
January 1, 2008	3.5 per cent
January 1, 2009	3.5 per cent
January 1, 2010	4.0 per cent
January 1, 2011	4.0 per cent

MUNICIPAL GOVERNMENT CONT'D

Hourly Wages	Previous	January 1, 2007	January 1, 2008	January 1, 2009	January 1, 2010	January 1, 2011
Labourer I (outside)	\$20.97	\$21.60	\$22.25	\$23.03	\$23.95	\$24.91
Trades I (outside)	\$22.10	\$22.76	\$23.44	\$24.26	\$25.23	\$26.24

Other

- No significant benefit changes were made

Parties: City of Prince George
 AND
 International Association of Fire Fighters, local 1525

Contract expiry: December 31, 2006; 117 employees. The parties have ratified a 39-month agreement, effective January 1, 2007 to March 31, 2010 that provides a wage increase as follows:

January 1, 2007	2.0 per cent
June 30, 2007	1.5 per cent
January 26, 2008	2.5 per cent
October 4, 2008	2.5 per cent
January 24, 2009	2.5 per cent
December 31, 2009	2.5 per cent

Hourly Wages	Previous	January 1, 2007	June 30, 2007	January 26, 2008	October 4, 2008	January 24, 2009	December 31, 2009
Fire Fighter – 1 st 6 months	\$21.374	\$21.802	\$22.129	\$22.682	\$23.249	\$23.83	\$24.426
Fire Fighter – 1 st class (4 th year)	\$30.532	\$31.142	\$31.61	\$32.40	\$33.21	\$34.04	\$34.891
Fire Fighter - Captain	\$37.366	\$38.114	\$38.685	\$39.653	\$40.644	\$41.66	\$42.70

Other

- Effective July 1, 2009 Dental Plan C (Orthodontics), the life time max will be increased from \$3,000 to \$3,500.
- Effective July 1, 2009 Extended Healthcare (Eye wear coverage) will be increased from \$250 to \$350 per insured every 24 months.

MUNICIPAL GOVERNMENT CONT'D

Parties: Vancouver Island Regional Library
AND
Canadian Union of Public Employees, local 401

Contract expiry: December 31, 2006; 150 employees. The parties have ratified a 3-year agreement, effective January 1, 2007 to December 31, 2010 that provides a wage increase as follows:

January 1, 2007	3.0 per cent
January 1, 2008	3.0 per cent
January 1, 2009	3.0 per cent
January 1, 2010	3.5 per cent

No Wage Data Available

Other

- No significant benefit changes were made
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Parties: City of White Rock
AND
International Association of Fire Fighters, local 2407

Contract expiry: December 31, 2006; 17 employees. The parties have ratified a 3-year agreement, effective January 1, 2007 to December 31, 2009 that provides a wage increase as follows:

January 1, 2007	2.0 per cent
June 30, 2007	1.5 per cent
January 26, 2008	2.5 per cent
October 4, 2008	2.5 per cent
January 24, 2009	2.5 per cent
December 31, 2009	2.5 per cent

No Wage Data Available

Other

- No significant benefit changes were made
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TRANSPORTATION, COMMUNICATION & OTHER UTILITIES

Parties: Canadian Broadcasting Corporation
AND
Canadian Media Guild

Contract expiry: March 31, 2009; 350 employees. The parties have ratified a 5-year agreement, effective April 1, 2009 to March 31, 2014 that provides a wage increase as follows:

January 1, 2009	1.5 per cent
April 1, 2010	1.5 per cent
April 1, 2011	1.5 per cent *
April 1, 2012	1.5 per cent *
April 1, 2013	1.5 per cent *

**Base salaries shall be further increased on April 1st in each subsequent year of the agreement based on Treasury Board funding. In the event that the Treasury Board rate for these subsequent years is more or less than 1.5 per cent, the parties agree to re-open negotiations on wages only.*

No Wage Data Available

Other

- No significant benefit changes were made
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