

Settlement Summaries
(August to October 2009)

PRIVATE SECTOR

FOOD & BEVERAGE

Parties: Rogers Foods Ltd.
AND
United Food and Commercial Workers Union, local 1518

Contract expiry: January 31, 2009; 47 employees. The parties have ratified a 3-year agreement, effective February 1, 2009 to January 31, 2012 that provides wage increases as follows:

February 1, 2009	2.5 per cent
February 1, 2010	2.0 per cent
February 1, 2011	2.0 per cent

Hourly Wages	Previous	February 1, 2009	February 1, 2010	February 1, 2011
Entry Production	\$15.45	\$15.84	\$16.16	\$16.48
Entry Trades	\$23.40	\$23.99	\$24.47	\$24.96

Other

- No significant benefit changes were made

FOOD & BEVERAGE CONT'D

Parties: Canadian Springs Water Company.
AND
Teamster, local 31

Contract expiry: October 14, 2008; 200 employees. The parties have ratified an 18-month agreement, effective October 15, 2008 to April 30, 2010 that provides no wage increases:

No wage data was provided

Other

- No significant benefit changes were made
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Parties: Lucerne Foods (Processing Plant)
AND
Retail Wholesale Union, local 580

Contract expiry: January 3, 2009; 180 employees. The parties have ratified a 4-year agreement, effective January 4, 2009 to January 3, 2013 that provides a wage increase as follows:

January 4, 2009	~1.8 per cent
January 4, 2010	~1.8 per cent
January 4, 2011	~1.8 per cent
January 4, 2012	~1.8 per cent

No wage data was provided

Other

- No significant benefit changes were made
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Parties: Canada Bread Company.
AND
Canadian Auto Workers, Local 114

Contract expiry: March 31, 2007; 30 employees. The parties have ratified a 3-year agreement, effective April 1, 2008 to March 31, 2011 that provides wage increases as follows:

March 30, 2008	~ 3 per cent
March 29, 2009	~ 3 per cent
March 28, 2010	~ 3 per cent

FOOD & BEVERAGE CONT'D

Hourly Wages	March 30, 2008	March 29, 2009	March 28, 2010
Checker (4001-4500 hours)	\$18.00	\$18.50	\$19.00
Assistance Foreman (4001-4500 hours)	\$19.45	\$19.95	\$20.45
Assistant Carpenter (4001-4500 hours)	\$27.36	\$28.45	\$29.59

Other

- Pay rates for Transport Drivers per trip to Vancouver Island will increase to \$240.00, \$250.00, and \$260.00, respectively, aligned with the time periods mentioned above.
-

Parties: Canada Safeway Limited.
AND
United Food and Commercial Workers, local 247.

Contract expiry: March 29, 2008; 1500 employees. The parties have ratified a 5-year agreement, effective March 30, 2008 to March 31, 2013 that provides wage increases as follows:

Grid A Top Rates:

All top rates increased by \$0.30/hr

(Start rates for these classifications shall be raised to maintain a \$0.20 differential with the top rate of Grid B.)

August 24, 2008	\$1.00 per hour
April 5, 2009	\$0.50 per hour
April 4, 2010	\$0.50 per hour
April 3, 2011	\$0.50 per hour
April 1, 2012	\$0.50 per hour

Grid A Off-scale Wage Increases:

(Provided only to the employees employed at ratification - August 24, 2008)

August 24, 2008	\$1.00 per hour
April 5, 2009	\$0.50 per hour
April 4, 2010	\$0.50 per hour
April 3, 2011	\$0.50 per hour
April 1, 2012	\$0.50 per hour

FOOD AND BEVERAGE CONT'D

Hourly Wages	Previous	August 24, 2008	April 5, 2009	April 4, 2010	April 3, 2011
Meat, Deli & Seafood Clerks (Grid A , F/T, 0-520 hours)	\$10.75	\$10.75	\$10.75	\$10.75	\$10.75
Meat, Deli & Seafood Clerks (New Grid 1 , F/T, 0-520 hours)	-	\$15.20	\$15.20	\$15.20	\$15.20
Meat Cutters (Grid A , F/T, 0- 1040 hours)	\$11.85	\$11.85	\$11.85	\$11.85	\$11.85
Meat Cutters (New Grid , F/T, 0- 1040 hours)	-	\$15.20	\$15.20	\$15.20	\$15.20
Speciality Department - Oriental Kitchen (New Grid , F/T, 0-520 hours)	-	\$9.75	\$9.75	\$9.75	\$9.75
Grid B (0-520 hours)	\$8.75	\$9.75	\$9.75	\$9.75	\$9.75
Grid B (7801-8320 hours)	\$12.15	\$15.00	\$15.00	\$15.00	\$15.30

Other

- Implemented a new pay scale which is applicable to employees promoted to the Grid A scale after August 24, 2008 (starts at \$15.20)
- Full-time employees can accumulate four (4) hours paid time-off for each basic work week completed ATO
- If overtime of more than two (2) hours is to be worked, an employee will also be given a meal allowance of \$5.00 in addition to the paid rest period
 - o Paid Rest Period - if an employee works more than two (2) hours overtime, he/she will be given a fifteen (15) minute paid rest period
- Indentured apprentices will be given the difference between the government allowance and the apprentice regular pay while attending vocational school for one (1) month a year, providing the employees performance and attendance at the school are satisfactory

Parties: Canada Safeway Limited.
AND
United Food and Commercial Workers, local 1518.

Contract expiry: March 29, 2008; 8,000 employees. The parties have ratified a 5-year agreement, effective March 29, 2008 to March 31, 2013 that provides wage increases as follows:

FOOD AND BEVERAGE CONT'D

Grid A Top Rates:

August 24, 2008	\$0.30 per hour
April 5, 2009	\$0.30 per hour
April 4, 2010	\$0.30 per hour
April 3, 2011	\$0.30 per hour
April 4, 2012	\$0.30 per hour

Grid A Off-scale Wage Increases:

(Provided only to the employees employed at ratification – August 24, 2008)

August 24, 2008	\$1.00 per hour
April 5, 2009	\$0.50 per hour
April 4, 2010	\$0.50 per hour
April 3, 2011	\$0.50 per hour
April 4, 2012	\$0.50 per hour

Pharmacy Technicians Off-scale Wage Increases:

(Provided only to the employees employed at ratification – August 24, 2008, in addition to the increases mentioned above)

August 24, 2008	\$0.25 per hour
April 5, 2009	\$0.15 per hour
April 4, 2010	\$0.20 per hour
April 3, 2011	\$0.30 per hour

Hourly Wages	August 24, 2008	April 5, 2009	April 4, 2010	April 3, 2011	April 2, 2012
Retail Bakers (0-6 month, F/T)	\$14.42	\$14.42	\$14.42	\$14.42	\$14.42
General Clerks (0-520 hours, F/T)	\$10.75	\$10.75	\$10.75	\$10.75	\$10.75
General Clerks for employees promoted to Grid A after ratification	\$15.20	\$15.20	\$15.50	\$16.10	\$16.40
Pharmacy Technicians (0-520 hours)	\$14.50	\$14.50	\$14.50	\$14.50	\$14.50
Pharmacy Technicians (4161-4680 hours)	\$17.62	\$17.62	\$17.62	\$17.62	\$17.62
Department Managers	\$26.62	\$27.32	\$28.02	\$28.52	\$29.02

FOOD AND BEVERAGE CONT'D

Other

- Full-time employees can accumulate four (4) hours paid time-off for each basic work week completed
 - All employees employed at ratification 2008 shall receive payment of \$0.50 per hour for all hours worked between March 29, 2008 and Sunday after ratification
-

Parties: Tober Enterprises (IGA).
AND
United Food and Commercial Workers Union, locals 1518/247.

Contract expiry: March 1, 2008; 500 employees. The parties have ratified a 5-year agreement, effective April 1, 2008 to March 31, 2013 that provides wage increases as follows:

April 26, 2009 \$1.50 per hour

** Flat increase to all employees **

Other

- Eyeglass coverage doubled to \$300.00 every two years
 - Physiotherapy and massage therapy capped at \$1000.00
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FORESTRY

Parties: Zellstoff Celgar Limited Partnership.
AND
Pulp, Paper, and Woodworkers of Canada, local 1

Contract expiry: April 30, 2008; 320 employees. The parties have ratified a 4-year agreement, effective May 1, 2008 to April 30, 2012 that provides wage increases 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

Hourly Wages	Previous	May 1, 2008	May 1, 2009	May 1, 2010	May 1, 2011
Labour Rate	\$24.24	\$25.445	\$26.080	\$26.73	\$27.53
Mechanics - Journeymen	\$33.02*	\$34.39	\$35.25	\$36.13	\$37.215

**Mechanic rate adjustments of \$0.70 was applied before wage increase.*

FORESTRY CONT'D

Other

- No significant benefit changes were made
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Parties: Crown Packaging.
AND
Communications, Energy and Paperworkers' Union of Canada, local 433
(Richmond - corrugated).

Contract expiry: July 1, 2008; 160-170 employees. The parties have ratified a 4-year agreement, effective June 30, 2008 to June 30, 2012 that provides wage increases as follows:

July 1, 2008	~2.0 per cent
July 1, 2009	~2.5 per cent
July 1, 2010	~2.5 per cent
July 1, 2011	~3.0 per cent

Hourly Wages	July 1, 2008	July 1, 2009	July 1, 2010	July 1, 2011
Base Rate	\$25.45	\$26.08	\$26.73	\$27.535
Journey Man	\$34.39	\$35.25	\$36.13	\$37.22

Other

- No significant benefit changes were made
-

Parties: Crown Packaging.
AND
Communications, Energy and Paperworkers' Union of Canada, local 951
(Kelowna - corrugated).

Contract expiry: July 1, 2008; 160-170 employees. The parties have ratified a 4-year agreement, effective June 30, 2008 to June 30, 2012 that provides wage increases as follows:

July 1, 2008	~2.0 per cent
July 1, 2009	~2.5 per cent
July 1, 2010	~2.5 per cent
July 1, 2011	~3.0 per cent

Hourly Wages	July 1, 2008	July 1, 2009	July 1, 2010	July 1, 2011
Base Rate	\$25.45	\$26.08	\$26.73	\$27.535
Journey Man	\$34.39	\$35.25	\$36.13	\$37.22

FORESTRY CONT'D

Other

- No significant benefit changes were made
-

Parties: Norampac, Richmond.
AND
Communications, Energy and Paperworkers' Union of Canada, local 433.

Contract expiry: June 30, 2008; 112 employees. The parties have ratified a 4-year agreement, effective June 30, 2008 to June 30, 2012 that provides wage increases as follows:

July 1, 2008	~2.0 per cent
July 1, 2009	~2.5 per cent
July 1, 2010	~2.5 per cent
July 1, 2011	~3.0 per cent

Hourly Wages	Previous	July 1, 2008	July 1, 2009	July 1, 2010	July 1, 2011
Base Rate - General Utility	\$24.95	\$25.45	\$26.09	\$26.74	\$27.54
Material Handling - Shipper	\$29.24	\$29.82	\$30.57	\$31.33	\$32.37
Maintenance Mechanic	\$33.01	\$34.38	\$35.24	\$36.12	\$37.20
General Electrician	\$33.02	\$34.31	\$35.27	\$36.15	\$37.23

Other

- Instilled a new expediated grievance arbitration procedure, which may be used as an alternative to the regular arbitration procedure. The procedure utilizes a panel of six (6) arbitrators, each of whom shall be appointed on a two (2) year term.
- Provide a trade adjustment of \$10.70 per hour, effective July 1, 2008. Trade adjustment is to be applied before the general wage increase.
- Implemented a 'Steam Plant Certification' bonus:
 - o Employees holding a 4th class certificate, where no certificate is required will receive \$0.35 per hour over their current job rate.
 - o Employees holding a 3rd class certificate, where a 4th class certificate is required will receive \$0.50 per hour over their current job rate.
 - o Employees holding a 2nd class certificate, where a 3rd class certificate is required will receive \$0.55 per hour over their current job rate.
 - o Employees holding a 1st class certificate, where a 2nd class certificate is required will receive \$0.65 per hour over their current job rate.
- Amended safety foot ware allowance to \$90.00, with a combined allowance of \$180.00.

TRADES & SERVICES

Parties: Lake City Casinos Ltd.
AND
British Columbia Government and Service Employees Union

Contract expiry: September 4, 2007; 380 employees. The parties have ratified a 3-year agreement, effective September 5, 2007 to September 4, 2010 that provides a wage increase as follows:

September 5, 2007	2.5 per cent
September 5, 2008	3.0 per cent
September 5, 2009	2.5 per cent

No wage data was provided

Other

- No significant benefit changes were made
-

Parties: Servomation Inc.
AND
British Columbia Government & Service Employees Union

Contract expiry: January 31, 2008; 400 employees. The parties have ratified a 3-year agreement, effective February 1, 2008 to January 31, 2011 that provides a wage increase as follows:

February 1, 2008	~5.0 per cent
February 1, 2009	~4.0 per cent
February 1, 2010	~3.5 per cent

Hourly Wages	Previous	February 1, 2008	February 1, 2009	February 1, 2010
Stand Worker	\$11.40	\$11.97	\$12.45	\$12.89
Cashier	\$12.60	\$13.23	\$13.76	\$14.24
Stand Leader & Commissary Leader	\$13.35	\$14.02	\$14.58	\$15.09

Other

- No significant benefit changes were made
-

Parties: British Columbia Safety Authority
AND
British Columbia Government & Service Employees Union

TRADES & SERVICES CONT'D

Contract expiry: December 31, 2008; 250 employees. The parties have ratified a 3-year agreement, effective January 1, 2009 to December 31, 2011 that provides a wage increase as follows:

January 1, 2009	2.0 per cent
January 1, 2010	2.0 per cent
January 1, 2011	2.0 per cent

Hourly Wages	Previous	January 1, 2009	January 1, 2010	January 1, 2011
Accounts Payable Clerk Grade 11, step 1	\$19.7516	\$20.1466	\$20.5495	\$20.9605
Safety Officer - Electrical Grade 16, step 1	\$31.4104	\$32.0386	\$32.6794	\$33.3330
Sr. Safety Officer - Electrical Grade 17, step 1	\$35.2053	\$35.9094	\$36.6276	\$37.3601

Other

- Moving benefits to a direct relationship with carriers and away from being administered through the public service agency.
- Changes to Extended medical are:
 - o No deductible
 - o Lifetime maximum increased from \$100,000 to \$1,000,000.
 - o Dual coverage
- Improvement to vision care.
- Improvement in safety footwear allowance, meal allowance, leave for medical and dental care allowance

Parties: Vancouver Opera Association.
AND
International Alliance of Theatrical Stage Employees, local 118

Contract expiry: June 30, 2007; 160 employees. The parties have ratified a 4-year agreement, effective July 1, 2007 to June 30, 2011 that provides wage increases as follows:

July 1, 2007	~4 per cent
July 1, 2008	~4 per cent
July 1, 2009	~4 per cent
July 1, 2010	~4 per cent

TRADES & SERVICES CONT'D

Hourly Wages	July 1, 2007	July 1, 2008	July 1, 2009	July 1, 2010
Grips	\$25.88	\$26.92	\$28.00	\$29.12
Assistant Carpenter	\$27.36	\$28.45	\$29.59	\$30.77
Stage Carpenter	\$31.04	\$32.29	\$33.58	\$34.92

Other

- Grip rates shall apply to Employees in the following classifications: Carpenter Grip, Fly Operator Grip, Electrical Grip, Sound Grip, Property Grip and Video Grip

Parties: Unisource Canada.
AND
Communications, Energy and Paperworkers' Union of Canada, local 433.

Contract expiry: October 22, 2008; 115 employees. The parties have ratified a 4-year agreement, effective October 23, 2008 to October 23, 2012 that provides wage increases as follows:

October 23, 2008	1.0 per cent
October 23, 2009	2.0 per cent
October 23, 2010	1.0 per cent
October 23, 2011	1.0 per cent

Hourly Wage	October 22, 2008	October 22, 2009	October 22, 2010	October 22, 2011
Warehouse Person/Put Away (Replenishment)	\$23.99	\$24.27	\$24.71	\$24.96
Dispatcher	\$25.45	\$25.96	\$26.22	\$26.48
Receiver	\$24.38	\$24.87	\$25.12	\$25.37
Dock Person	\$23.99	\$24.47	\$24.71	\$24.96

Other

- Starting wage rate for employees hired during the term of October 2005 to October 2008 Collective Agreement will be \$15.00 per hour. The rate will increase by \$1.00 per hour for each 1,000 hours worked until the employee reaches the end rate.
- Starting wage rate for employees hired after the date of ratification for the October 2008 to October 2012 Collective Agreement shall be \$15.00 per hour. The rate will increase by \$0.75 per hour for each 2,000 hours worked, for the first 8,000 hours worked; and then \$1.25 per hour for each 2,000 hours worked for the next 4,000 hours worked; and then \$1.75 per hour for each 2,000 hours worked for the next 4,000 hours worked; and then the employee receives the final increase after 1,000 hours worked in order to reach the end rate (i.e. the employee reaches the end rate in 8.5 years working 2,000 hours per year).

TRANSPORTATION, COMMUNICATIONS & OTHER UTILITIES

Parties: Air Canada.
AND
Air Canada Pilots Association.

Contract expiry: July 1, 2009; 738 employees. The parties have ratified an 21-month agreement, effective July 1, 2009 to March 31, 2011 that provides no wage increases:

Hourly Wage	Effective Date	Minimum Rate	Maximum Rate
Aircraft Technician	June, 2008	\$25.34	\$29.34

Other

- 21 month pension moratorium
-

Parties: Air Canada.
AND
Canadian Union of Public Employees.

Contract expiry: June 30, 2009; 1394 employees. The parties have ratified an 21-month agreement, effective July 1, 2009 to March 31, 2011 that provides no wage increases:

Hourly Wage	Effective Date	Minimum Rate	Maximum Rate
Flight Attendant	June, 2008	\$22.99	\$48.27

Other

- 21 month pension moratorium
-

Parties: Air Canada.
AND
Customer Sales and Service Agents (Airports, Reservation Call Centers) and Employees in Customer Service.

Contract expiry: May 31, 2009; 580 employees. The parties have ratified an 21-month agreement, effective June 1, 2009 to February 28, 2011 that provides no wage increases:

TRANSPORTATION, COMMUNICATIONS & OTHER UTILITIES CONT'D

Hourly Wage	Effective Date	Minimum Rate	Maximum Rate
Customer Sales and Service Agent (hired after May 18, 2004)	June, 2008	\$11.23	\$20.82

Other

- 21 month pension moratorium
-

Parties: Air Canada.
AND
International Association of Machinists and Aerospace Workers, Airport and Cargo Operations.

Contract expiry: July 1, 2009; 2154 employees. The parties have ratified an 21-month agreement, effective July 2, 2009 to March 31, 2011 that provides no wage increases:

Hourly Wage	Effective Date	Minimum Rate	Maximum Rate
Full-time Station Attendant	June, 2008	\$9.09	\$23.68

Other

- 21 month pension moratorium
-

Parties: Air Canada.
AND
International Association of Machinists and Aerospace Workers, Clerical Employees.

Contract expiry: July 1, 2009; 56 employees. The parties have ratified an 21-month agreement, effective July 2, 2009 to March 31, 2011 that provides no wage increases:

No wage data was provided

Other

- 21 month pension moratorium
-

TRANSPORTATION, COMMUNICATIONS & OTHER UTILITIES CONT'D

Parties: City TV.
AND
Communications, Energy and Paperworkers' Union of Canada, local 830-M

Contract expiry: August 31, 2008; 75 employees. The parties have ratified a 3-year agreement, effective September 1, 2008 to August 31, 2011 that provides wage increases as follows:

September 1, 2008	2.0 per cent
September 1, 2009	2.0 per cent
September 1, 2010	2.0 per cent

Hourly Wages	Previous	September, 1, 2008	September 1, 2009	September 1, 2010
Accounts Payable Clerk - starting	\$16.81	\$17.16	\$17.50	\$17.86
Accounts Payable Clerk - 3 years	\$19.76	\$20.19	\$20.60	\$21.01
Reporter - starting	\$21.75	\$22.19	\$22.64	\$23.09
Reporter - 3 years	\$25.61	\$26.13	\$26.66	\$27.20

Other

- Change of carrier to Manulife
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Parties: Greyhound Lines.
AND
Amalgamated Transit Union.

Contract expiry: December 31, 2008; 337 employees. The parties have ratified an 27-month agreement, effective January 1, 2009 to March 31, 2011 that provides no wage increases:

No wage data was provided

Other

- No significant benefit changes were made
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Parties: British Columbia Maritime Employers' Association.
AND
International Longshore and Warehouse Union - Ship and Dock Foreman,
local 514.

Contract expiry: March 31, 2007; 1,101 employees. The parties have ratified a 3-year agreement, effective April 1, 2007 to March 31, 2010 that provides wage increases as follows:

If you find an error, please let us know by contacting us at info@bcbc.ca

TRANSPORTATION, COMMUNICATIONS & OTHER UTILITIES CONT'D

April 1, 2007	\$ 1.53 per hour
April 1, 2008	\$ 1.60 per hour
April 1, 2009	\$1.60 per hour

Hourly Wage	April 1, 2007	April 1, 2008	April 1, 2009
Straight time base rate	\$42.81	\$44.41	\$46.01

Other

- Increases to employer contribution of pensions:
 - o Effective April 1, 2007 - Association contribution of \$0.25 per hour
 - o Effective April 1, 2008 - Association contribution of \$0.25 per hour
 - o Effective April 1, 2009 - Association contribution of \$0.25 per hour
 - Increased the pension contribution floor from \$3 million to \$3.36 million per year
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Parties: The Canadian National Railway Company.
AND
The United Steelworkers of America.

Contract expiry: December 31, 2008; 400 employees. The parties have ratified a 4 year agreement, effective January 1, 2008 to December 31, 2011 that provides wage increases as follows:

January 1, 2008	3.25 per cent
January 1, 2009	3.25 per cent
January 1, 2010	3.25 per cent
January 1, 2011	4.0 per cent

Hourly Wage	Previous	January 1, 2008	January 1, 2009	January 1, 2010	January 1, 2011
Labourer	\$19.54	\$20.175	\$20.83	\$21.507	\$22.20
Welder (after 4 years)	\$25.33	\$26.16	\$27.00	\$27.88	\$29.00
Track Worker	\$20.24	\$20.92	\$21.62	\$22.32	\$23.48
Equipment Operator	-	\$24.67	\$25.50	\$26.33	\$27.18
Mechanic	-	\$27.49	\$28.41	\$29.33	\$30.27

Other

- No significant benefit changes were made
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Parties: Fortis BC.
AND
International Brotherhood of Electrical Workers.

TRANSPORTATION, COMMUNICATIONS & OTHER UTILITIES CONT'D

Contract expiry: January 31, 2009; 282 employees. The parties have ratified a 4-year agreement, effective February 1, 2009 to January 31, 2013 that provides wage increases as follows:

September 1, 2009	3.0 per cent
September 1, 2010	3.0 per cent
September 1, 2011	4.0 per cent
September 1, 2012	5.0 per cent

Hourly Wage	Previous	September 1, 2009	September 1, 2010	September 1, 2011	September 1, 2012
Labourer	\$20.96	\$21.61	\$22.26	\$23.15	\$24.31
Trade	\$34.45	\$35.48	\$36.54	\$38.01	\$39.91

Other

- Medical and Dental appointment specification whereby employees are restricted from using 'Sickness and Accident Protection' benefits for attending medical and/or dental appointments, unless currently ill or injured. It is expected that employees will use their own time for routine medical and dental appointments, and when this is not possible the employee will be given two (2) hours of paid medical/dental leave.

Parties: Fraser Wharves Ltd.
AND
Teamsters, Local 213.

Contract expiry: January 31, 2009; 140 employees. The parties have ratified a 4-year agreement, effective February 1, 2009 to January 31, 2013 that provides wage increases as follows:

February 1, 2009	0 per cent
February 1, 2010	1.5 per cent
February 1, 2011	1.5 per cent
February 1, 2012	1.5 per cent

Hourly Wages	Previous	February 1, 2009	February 1, 2009	February 1, 2009	February 1, 2009
Yard Driver	\$25.09	\$25.09	\$25.46	\$25.85	\$26.24
Rail Car Loader	\$28.37	\$28.37	\$28.80	\$29.23	\$29.67
Body Shop Helper	\$26.22	\$26.22	\$26.61	\$27.01	\$27.42

TRANSPORTATION, COMMUNICATIONS & OTHER UTILITIES CONT'D

Other

- No significant benefit changes were made
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Parties: Port Metro Vancouver.
AND
International Longshore and Warehouse Union, local 517.

Contract expiry: December 31, 2008; 207 employees. The parties have ratified a 3-year agreement, effective January 1, 2009 to December 31, 2011 that provides no wage increases:

January 1, 2009	3.5 per cent
January 1, 2010	3.5 per cent
January 1, 2011	3.4 per cent

Hourly Wages	Previous	February 1, 2009	February 1, 2009	February 1, 2009
Electrician (start)	\$33.43	\$34.79	\$36.01	\$37.23
Electrician (3 years)	\$37.77	\$37.66	\$38.98	\$40.31
System Analyst (start)	\$34.50	\$33.07	\$34.23	\$35.39
System Analyst (3 years)	\$39.22	\$37.68	\$38.98	\$40.31

Other

- Extended health coverage now includes a pay direct drug plan
 - A Health Spending Account was added in the amount of \$375.00 per year for each permanent employee
 - LTD premium altered from 80% employer paid, 20% employee paid, to 90% - 10% respectively.
 - Maternity Leave was topped-up for permanent employees with two years continuous service. The top-up is 50% of the difference between weekly EI payment and weekly wage for up to 50 weeks. Non-birth parents topped up 50% of difference between weekly EI payment and weekly wage for up to 15 weeks. Additionally, fitness reimbursement now in agreement and up from \$300.00 to \$350.00 per year.
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PUBLIC SECTOR

FEDERAL GOVERNMENT

Parties: Treasury Board of Canada
AND
Professional Institute of the Public Service of Canada, Architecture,
Engineering, and Land Survey Group.

Contract expiry: September 30, 2007; ~2,727 employees. An arbitral decision rendered a 4-year agreement, effective October 1, 2007 to September 30, 2011 that provides a wage increase as follows:

October 1, 2007	2.3 per cent
October 1, 2008	1.5 per cent
October 1, 2009	1.5 per cent
October 1, 2010	1.5 per cent

No Wage Data Available

Other

- No significant benefit changes were made
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MUNICIPAL GOVERNMENT

Parties: City of Nanaimo.
AND
International Association of Fire Fighters, local 905

Contract expiry: December 31, 2006; 64 employees. The parties have ratified a 39-month agreement, effective January 1, 2007 to March 31, 2012 that provides wage increases 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
November 15, 2009	2.5 per cent

Other

- Effective January 1, 2009, an across the board increase of 0.5% will be made to recognize changes to the Officer pool language which will result in ongoing overtime savings on approximately 1.0% per annum.
-

- Classification adjustments for Captains, Lieutenants and Dispatchers to narrow the gap between the rates paid to these positions and the rates paid at the City of Vancouver and other comparator municipalities.
 - In lieu of benefit improvements provided by comparator municipalities, an annual Health Spending Account will be established in the amount of \$250.00 per member.
 - The Health Spending Account may be used on a tax-free basis to supplement health and dental costs that are not otherwise covered by the Collective Agreement.
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Parties: District of Squamish.
AND
International Association of Fire Fighters, local 2874

Contract expiry: December 31, 2007; 4 employees. The parties have ratified a 27-month agreement, effective January 1, 2008 to March 31, 2010 that provides a wage increase as follows:

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

Other

- The above mentioned increases pertain only to fourth year fire fighters. All existing rank indexes shall be maintained.
-

Parties: City of Abbotsford
AND
International Association of Fire Fighters, local 2864

Contract expiry: December 31, 2006; 75 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
October 3, 2009	2.5 per cent

MUNICIPAL GOVERNMENT CONT'D

Monthly Wages	Previous	January 1, 2007	June 30, 2007	January 26, 2008	October 4, 2008	January 24, 2009	October 3, 2009
Fire Fighter - 4 th year	\$5,575	\$5,687	\$5,773	\$5,916	\$6,064	\$6,215	\$6,370
Fire Fighter - 10 th year	\$5,688	\$5,802	\$5,887	\$6,035	\$6,186	\$6,339	\$6,497

Other

- No significant benefit changes were made
-

Parties: District of Squamish
AND
Canadian Union of Public Employees, local 2269

Contract expiry: December 31, 2007; ~150 employees. The parties have ratified a 4-year agreement, effective January 1, 2008 to December 31, 2011 that provides a wage increase as follows:

January 1, 2008	2.25 per cent
January 1, 2009	3.5 per cent
January 1, 2010	4.0 per cent
January 1, 2011	4.0 per cent

No Wage Data Available

Other

- No significant benefit changes were made
-

Parties: City of Prince Rupert.
AND
Canadian Union of Public Employees

Contract expiry: December 31, 2007; 200 employees. The parties have ratified a 5-year agreement, effective January 1, 2008 to December 31, 2012 that provides wage increases as follows:

January 1, 2008	3.0 per cent
January 1, 2009	3.0 per cent
January 1, 2010	3.25 per cent
January 1, 2011	3.0 per cent
July 1, 2011	1.5 per cent
January 1, 2012	3 per cent
July 1, 2012	1.5 per cent

MUNICIPAL GOVERNMENT CONT'D

Hourly Wages	January 1, 2008	January 1, 2009	January 1, 2010	January 1, 2011	July 1, 2011
Mechanic, Painter, Welder, Maintenance Person - civic properties	\$26.86	\$27.67	\$28.57	\$29.43	\$29.87
Lifeguard	\$17.99	\$18.53	\$19.13	\$19.70	\$20.00
Office Clerk I	\$22.61	\$23.29	\$24.05	\$24.77	\$25.14
Faculty Custodian, Matron I	\$22.12	\$22.78	\$23.53	\$24.23	\$24.59

Other

- Start rate (93%) applies to new employees on probation and existing employees who are successful on a job posting. No employee shall suffer a reduction during this period.

Parties: District of West Vancouver
AND
International Association of Fire Fighters, local 1525

Contract expiry: December 31, 2006; 96 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