

Settlement Summaries
(November 2009 to January 2010)

PRIVATE SECTOR

FOOD & BEVERAGE

Parties: Canadian Fishing Co.
AND
United Fishermen and Allied Workers Union - Shoreworkers-cannery and storage

Contract expiry: April 15, 2009; 821 employees. The parties have ratified a 4-year agreement, effective April 16, 2009 to April 15, 2013 that provides wage increases as follows:

Shoreworkers Wage Increases:

| | |
|----------------|-----------------|
| April 16, 2009 | \$0.20 per hour |
| April 16, 2010 | \$0.20 per hour |
| April 16, 2011 | \$0.18 per hour |
| April 16, 2012 | \$0.17 per hour |

Cannery Trades Wage Increases:

| | |
|----------------|-----------------|
| April 16, 2009 | \$2.75 per hour |
| April 16, 2010 | \$0.23 per hour |
| April 16, 2011 | \$0.23 per hour |
| April 16, 2012 | \$0.23 per hour |

| Hourly Wages | August 24, 2008 | April 5, 2009 | April 4, 2010 | April 3, 2011 |
|--------------------------------|--------------------|------------------|------------------|------------------|
| Shoreworkers (General Labour) | \$17.98 | \$18.18 | \$18.36 | \$18.53 |
| Maintenance (Trades Base Rate) | 26.76 | \$26.99 | \$27.22 | \$27.45 |

Other

- Increased contribution rate to the Shoreworkers Benefit Fund by \$0.01 per hour, effective April 16, 2009 and by another \$0.01 per hour, effective April 16, 2010.

FOOD AND BEVERAGE CONT'D

Parties: Canada Safeway Limited.
AND
The Bakery, Confectionery, Tobacco Workers and Grain Millers International Union, local 468.

Contract expiry: March 29, 2008; 250 employees. The parties have ratified a 5-year agreement, effective March 30, 2008 to March 31, 2013 that provides wage increases as follows:

Top Rate employees (except for Dept. Managers) employed at the ratification date of March 30, 2008, shall receive weekly off-scale wage increases as follows:

| | |
|---------------|------------------|
| April 5, 2009 | \$38.88 per week |
| April 4, 2010 | \$19.44 per week |
| April 3, 2011 | \$19.44 per week |
| April 1, 2012 | \$19.44 per week |

| Weekly Wages | Sunday after Ratification 2008 | April 5, 2009 | April 4, 2010 | April 3, 2011 | April 1, 2012 |
|--------------|--------------------------------|---------------|---------------|---------------|---------------|
| Doughperson | \$867.74 | \$879.41 | \$891.08 | \$902.75 | \$914.42 |
| Decorator | \$867.74 | \$879.41 | \$891.08 | \$902.75 | \$914.42 |
| Ovenperson | \$866.28 | \$877.95 | \$889.62 | \$901.29 | \$912.96 |

Other

- Retroactive Pay: All employees employed at the ratification date of March 30, 2008, shall receive payment of \$0.50 per hour for all hours worked between March 29, 2008 and Sunday after ratification
- Changes made to Baker/Jobber Scale
- Baker's Helpers will receive a \$1.00 premium where scheduled to work a full 7 hour shift as a decorator or mixer provided there is no journeyman available and capable of doing the work.

Parties: Sunwest Food Processors.
AND
United Food & Commercial Workers' International Union, local 1518

Contract expiry: July 31, 2006; 140 employees. The parties have ratified a 48-month agreement, effective August 1, 2006 to July 31, 2010 that provides wage increases as follows:

| | |
|----------------|-----------------|
| August 1, 2006 | \$0.50 per hour |
| August 1, 2007 | \$0.50 per hour |
| August 1, 2008 | \$0.50 per hour |
| August 1, 2009 | \$0.50 per hour |

FOOD AND BEVERAGE CONT'D

| Hourly Wages | August 1, 2006 | August 1, 2007 | August 1, 2008 | August 1, 2009 |
|--------------------------------------------|-------------------|-------------------|-------------------|-------------------|
| Base Production Workers | \$11.00 | \$11.45 | \$11.90 | \$12.45 |
| Fourth Class Power Engineers (starting) | \$20.85 | \$21.30 | \$21.75 | \$22.30 |

Other

- No significant benefit changes were made
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FORESTRY

Parties: Crown Packaging.
AND
Communications, Energy and Paperworkers Union of Canada, local 433.

Contract expiry: June 30, 2008; 165 employees. The parties have ratified a 4-year agreement, effective July 1, 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 | \$25.445 | \$26.080 | \$26.730 | \$27.535 |
| Tradesmen (Millwrights & Electricians) | \$36.425 | \$37.335 | \$38.270 | \$39.415 |
| Oiler/Counterman | \$26.995 | \$27.670 | \$28.360 | \$29.210 |
| 3 rd Class Engineer | \$34.390 | \$35.250 | \$36.130 | \$37.215 |

Other

- Transformation to a six day work week, requiring employees being on a rotation of 3x12 hour shifts.
 - Employees working 3x12 will work 36 hours per week and be paid for 40 hours (accomplished by paying an accelerated rate calculated by multiplying the hourly straight time rate by 1.1111).
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FORESTRY CONT'D

- The Lead Hands will receive a premium rate of pay equivalent to 2.5% of the Trades rate, as well as a “blended” rate when not on shift rotation.
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MANUFACTURING

Parties: Allied Windows.
AND
Canadian Auto Workers, local 114

Contract expiry: July 31, 2009; 100 employees. The parties have ratified a 35-month agreement, effective October 1, 2009 to August 31, 2012 that provides wage increases as follows:

| | |
|-----------------|------------|
| October 1, 2009 | 0 per cent |
| August 1, 2010 | 2 per cent |
| August 1, 2011 | 3 per cent |

| Hourly Wages | Previous | October 1, 2009 | August 1, 2010 | August 1, 2011 |
|-----------------------|----------|--------------------|-------------------|-------------------|
| G1 (0-1500 hours) | \$11.98 | \$11.98 | \$12.22 | \$12.46 |
| G8 (1150 + hours) | \$17.54 | \$17.54 | \$17.89 | \$18.25 |
| Main 1 | \$21.41 | \$21.41 | \$21.84 | \$22.27 |
| Class 1 Drivers | \$22.29 | \$22.29 | \$22.74 | \$23.19 |
| C2 (501 – 3000 hours) | \$18.37 | \$18.37 | \$18.73 | \$19.11 |

Other

- No significant benefit changes were made
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Parties: Finning International Inc.
AND
International Association of Machinists and Aerospace Workers, local 692.

Contract expiry: April 14, 2009; 750 employees. The parties have ratified a 2-year agreement, effective April 14, 2009 to April 14, 2011 that provides wage increases as follows:

| | |
|-------------|------------|
| April, 2009 | 0 per cent |
| April, 2010 | 0 per cent |

MANUFACTURING CONT'D

| Hourly Wages | Previous | October 1, 2009 | August 1, 2010 |
|---------------------|----------|-----------------|----------------|
| Journeyman Mechanic | \$35.80 | \$35.80 | \$35.80 |

Other

– No significant benefit changes were made

Parties: Teleflex.
AND
United Steelworkers, local 2952.

Contract expiry: August 31, 2009; 235 employees. The parties have ratified a 3-year agreement, effective September 1, 2009 to August 12, 2012 that provides wage increases as follows:

| | |
|-------------------|--------------|
| September 1, 2009 | 0 per cent |
| September 1, 2010 | 2.0 per cent |
| September 1, 2011 | 2.0 per cent |

Other

– N/A

METALS

Parties: BC Sheet Metal Association.
AND
SMACNA-BC/Sheet Metal Workers' Local, number 30.

Contract expiry: April 30, 2009; 1,900 employees. The parties have ratified a 45-month agreement, effective August 19, 2009 to April 30, 2013 that provides wage increases as follows:

(Based on Journeyman hourly costs)

| | |
|-----------------|--------------|
| August 19, 2009 | 3.2 per cent |
| May 1, 2010 | 2.2 per cent |
| May 1, 2011 | 2.1 per cent |
| May 1, 2012 | 2.1 per cent |

| Hourly Wages | Previous | October 1, 2009 | August 1, 2010 | August 1, 2010 | August 1, 2010 |
|------------------------|----------|-----------------|----------------|----------------|----------------|
| Journeyman Sheet Metal | \$31.23 | \$32.23 | \$32.93 | \$33.63 | \$34.33 |

METALS CONT'D

Other

- The Health Benefit Fund contribution rate will be increased by \$0.05 to a total of \$2.76 per hour worked, effective May 1, 2011, and by \$0.08 cents effective May 1, 2012, to a total of \$2.84 per hour worked.
 - The Pension Fund contribution rate will be increased by \$0.15 effective May 1, 2010, \$0.15 effective May 1, 2011, and by \$0.20 effective May 1, 2012, bringing the total contribution to \$3.63 per hour worked.
 - The “B” Foreman rate of pay shall be Journeyman Sheet Metal Worker rate plus \$2.25 per hour effective August 19, 2009, and plus \$2.50 per hour the Journeyman Sheet Metal Worker rate effective May 1, 2011.
 - The “A” Foreman rate of pay shall be Journeyman Sheet Metal Worker rate plus \$3.75 per hour effective August 19, 2009, and plus \$4.00 per hour the Journeyman Sheet Metal Worker rate effective May 1, 2011.
 - Effective August 19, 2009 the amount of cab fare allowed for out-of-town jobs will be increased to \$30.00
 - Effective August 19, 2009 the payment for employee vehicles will be increased to \$0.45 per kilometre
 - The Apprenticeship and Training Fund contribution rate shall be increased to \$0.31 (\$0.04) per hour worked effective May 1, 2011, and to \$0.35 per hour worked effective May 1, 2012.
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MINING

Parties: Kemess Mines.
 AND
 International Union of Operating Engineers, local 115.

Contract expiry: December 31, 2007; 300 employees. The parties have ratified a 3-year agreement, effective January 1, 2008 to December 31, 2010 that provides wage increases as follows:

Lump-sum payment provide to all employees

| | |
|-----------------|---------------------|
| January 1, 2008 | \$ 2000.00 lump-sum |
| January 1, 2009 | \$ 1000.00 lump-sum |
| June 1, 2009 | \$ 1000.00 lump-sum |
| January 1, 2010 | ~~~~~ |

MINING CONT'D

| Hourly Wages | January 1, 2008 | January 1, 2009 | January 1, 2010 |
|--------------------------------------------------------------------|--------------------|--------------------|--------------------|
| Trades 1: Electrician 1, Plumber 1, Welder A, Carpenter 1, etc. | \$33.31 | \$34.31 | \$35.17 |
| Labourers | \$22.20 | \$22.87 | \$23.44 |
| Students | \$17.93 | \$18.47 | \$18.93 |
| Crane Operator | \$27.82 | \$28.66 | \$29.37 |

Other

- Altered vacation structure to differentiate employees working two-by-two (2x2) shifts and four-by-three (4x3) shifts
- Increased provisions within the Benefits Plan:
 - o Basic Life Insurance – increased to \$90,000.00 upon ratification
 - o Accidental Death and Dismemberment Insurance – increased to \$60,000.00 upon ratification
 - o Extended Health Care Insurance – coinsurance is 90%. The plan will pay 90% reimbursement to a maximum of \$800.00 per member of the family per year for physiotherapy, chiropractors, message therapists, naturopaths and podiatrists.
 - o Dental Plan:
 - Dental Plan A: 100% reimbursement. Effective date of ratification \$3,000.00 cap per calendar year.
 - Dental Plan B: 80% reimbursement. Effective date of ratification: \$3,000.00 cap year. Effective January 1, 2009: 90% reimbursement, \$3,000.00 cap per year
 - Dental Plan C: 50% reimbursement. Effective date of ratification: \$3,000.00 lifetime cap.
 - o Short Term Disability Insurance – Effective date of ratification, weekly indemnity will be 66 2/3% to a maximum of \$625.
 - o Pension Plan – Employees no longer obligated to contribute to the RRSP and the company will match the contribution made by the employee to the Group RRSP account to a maximum of 5% of the employee's basic earnings.

Parties: NVI Mining Ltd (Myra Falls Operation).
AND
Canadian Auto Workers, local 3019.

Contract expiry: September 30, 2009; 180 employees. The parties have ratified a 3-year agreement, effective October 1, 2009 to October 1, 2012 that provides wage increases as follows:

MINING CONT'D

| | |
|-----------------|-----------------|
| October 1, 2009 | \$0.60 per hour |
| October 1, 2010 | \$0.60 per hour |
| October 1, 2011 | \$0.70 per hour |

| Hourly Wages | Previous | October 1, 2009 | October 1, 2010 | October 1, 2011 |
|----------------------|----------|-----------------|-----------------|-----------------|
| Tradesmen | \$31.12 | \$31.72 | \$32.32 | \$33.02 |
| Labour (Entry level) | \$22.07 | \$22.67 | \$23.27 | \$23.97 |

Other

- Increased boot allowance to a maximum of \$500.00 every two years
- Increased Group Life to \$100,000 (\$80,000) effective January 1, 2010
- Amended vision care to \$300.00 (\$250) every two years

TRADES & SERVICES

Parties: The Bay (Victoria).
AND
United Food and Commercial Workers Union, local 1518 (Victoria)

Contract expiry: January 31, 2008; 250 employees. The parties have ratified a 4-year agreement, effective February 1, 2008 to January 31, 2012 that provides wage increases as follows:

Applies to all associates (except for Major Home Fashions)

| | |
|----------------|----------------|
| August 1, 2008 | ~1.5 per cent |
| August 1, 2009 | ~1.5 per cent |
| August 1, 2010 | ~1.25 per cent |
| August 1, 2011 | ~1.25 per cent |

| Hourly Wages | Previous | August 1, 2008 | July 1, 2009 | July 1, 2010 |
|-------------------------------------|----------|----------------|--------------|--------------|
| Clerk 1 - Starting | \$8.75 | \$8.88 | \$9.01 | \$9.15 |
| Clerk 1 - Performance Maximum | \$13.10 | \$13.30 | \$13.50 | \$13.70 |
| VP Specialist - Start | \$15.25 | \$15.48 | \$15.71 | \$15.97 |
| VP Specialist - Performance Maximum | \$17.56 | \$17.82 | \$18.10 | \$20.80 |

TRADES & SERVICES CONT'D

Other

- Performance rating increased
 - o “Below Standards” level – not eligible for PAR increase
 - o “Working Towards” level – 0.5% (2008/2009); 0.75% (2010/2011)
 - o “Meets Standard” level – 1.0% (2008/2009); 1.25% (2010/2011)
 - o “Exceeds Standard” level – 1.50% (2008/2009); 1.75% (2010/2011)
 - Change in flex-time and employee benefits
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Parties: Bekaert Canada (formerly Titan Steel).
AND
Teamsters, local 213.

Contract expiry: June 30, 2008; 125 employees. The parties have ratified a 3-year agreement, effective July 1, 2008 to June 30, 2011 that provides wage increases as follows:

| | | | | |
|----------------------------|--------------|--------------|-----------------------|--------------|
| | July 1, 2008 | | Approx. 1.02 per cent | |
| | July 1, 2009 | | Approx. 1.02 per cent | |
| | July 1, 2010 | | Approx. 1.02 per cent | |
| Hourly Wages | Previous | July 1, 2008 | July 1, 2009 | July 1, 2010 |
| Electrician & Maintenance | \$28.52 | \$29.09 | \$29.67 | \$30.27 |
| Quality Control Technician | \$25.40 | \$25.91 | \$26.43 | \$26.96 |
| Fork Lift Operator | \$24.67 | \$25.16 | \$25.67 | \$26.18 |
| Plant General Help | \$23.51 | \$23.98 | \$24.46 | \$24.95 |
| Weekend Student | \$12.67 | \$12.92 | \$13.18 | \$13.45 |

Other

- Plant General Help was added to the Wage Schedule
- Overtime reduced from double time to time of one and a half hours (1.5)
- Employees may bank overtime at the rate of one (1) hour paid and one-half (1/2) hour banked for each hour of overtime worked to a maximum of forty (40) hours per year (January 1 to November 30). Employees may not bank overtime from December 1 to 31 of each year.
- The employer retains the right to sub-contract out certain kinds of maintenance work provided notice if given to the shop-steward three days in advance and layoffs will not occur to permanent employees qualified and certified to do the work

TRADES & SERVICES CONT'D

Parties: Versacold.
AND
Retail Wholesale Union, local 580

Contract expiry: November 30, 2009; 25 employees. The parties have ratified a 44-month agreement, effective March 20, 2009 to November 30, 2012 that provides wage increases as follows:

| | March 20, 2010 | 2.0 per cent | | |
|---------------------------------------|----------------|----------------|----------------|--|
| | March 20, 2011 | 2.0 per cent | | |
| Hourly Wages | March 20, 2009 | March 20, 2010 | March 20, 2011 | |
| F/T Permanent Employees – starting | \$19.38 | \$19.77 | \$20.16 | |
| F/T Permanent Employees – 2,000 hours | \$20.24 | \$20.64 | \$21.06 | |
| F/T Permanent Employees – 4,000 hours | \$21.09 | \$21.51 | \$21.94 | |
| F/T Permanent Employees – 5,000 hours | \$21.95 | \$22.39 | \$22.84 | |
| F/T Permanent Employees – 6,000 hours | \$22.80 | \$23.26 | \$23.72 | |

Other

- Added a health spending account option for part-time employees, including a provision to pay Provincial Health Care Benefits

TRANSPORTATION, COMMUNICATIONS & OTHER UTILITIES

Parties: Canadian Pacific Railway.
AND
United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union, local 1976.

Contract expiry: December 31, 2009; 37 employees. The parties have ratified a 36-month agreement, effective January 1, 2010 to December 31, 2012 that provides wage increases as follows:

| | |
|-----------------|--------------|
| January 1, 2010 | 3.0 per cent |
| January 1, 2011 | 3.0 per cent |
| January 1, 2012 | 0 per cent |

TRANSPORTATION, COMMUNICATIONS & OTHER UTILITIES CONT'D

| Hourly Wages | Previous | March 20, 2010 | March 20, 2011 | March 20, 2012 |
|------------------------------------------------------|----------|-------------------|-------------------|-------------------|
| Assistant Distribution Clerk (SE02 – 21 months) | \$19.892 | \$20.489 | \$21.204 | \$21.204 |
| Billing/Special Projects Clerk (SE09 – 21 months) | \$23.307 | \$24.006 | \$24.726 | \$24.726 |
| Senior Accounting Clerk (SE- 15 – 21 months) | \$26.234 | \$27.021 | \$27.832 | \$27.832 |

Other

- Goal/Gain Sharing Program: Effective January 1, 2010, the goal share and corporate objectives are tied and both must be met in order for a payout to be triggered and allow participating employees to receive a maximum of 5.0% of 40% of overall profits. Any amounts generated will be folded into the pension plan.
- Accrued Annual Vacation Initiative: As of January 1, 2010, employees will benefit from a one time transition bank of accrued annual vacation that should be used and depleted by December 31, 2012. On November 1, 2012, employees with accrued banked time remaining may choose to convert up to 10 days into a one-time lump sum payment. As of January 1, 2010, new employees will have pro-rated vacation in their first year of employment.
- Health and Welfare: Effective January 1, 2010 Life Insurance is \$44,000 (previously \$39,000), and Short-Term Disability is \$620 per week (previously \$590). All new employees will be eligible for vision care and dental benefits after six months of service, effective January 1, 2010. New additions include Long-Term Disability and a Drug Card (provided on a pilot basis)
- Allowances: Effective January 1, 2010 the Mileage allowance will be \$0.33 per kilometre (previously \$0.28) and \$0.35 per kilometre effective January 1, 2011. The Safety Boots provision is now allowed \$120.00 per 18 months (previously \$100). The Moving Allowance is \$1,000 (previously \$975) for incidental moving and resettlement expenses effective January 1, 2012; for transport and lodging \$270 (previously \$250) for employees without dependents and an additional \$150 (previously \$130) for each dependent; \$17,000 (previously \$16,000) for losses incurred when selling a house and \$9,000 (previously \$8,000) for the cost of moving a mobile home;

Parties: Kelowna Flight Craft Limited – Commercial Pilots.
AND
Allied Pilots Association.

Contract expiry: October 31, 2009; 48 employees. The parties have ratified a 5-year agreement, effective November 1, 2009 to October 30, 2014 that provides wage increases as follows:

TRANSPORTATION, COMMUNICATIONS & OTHER UTILITIES CONT'D

Wage Increases are based on a CPI Trigger, and are estimated as follows:

| | |
|------------------|---------------|
| November 1, 2009 | 0 per cent |
| November 1, 2010 | ~2.0 per cent |
| November 1, 2011 | ~2.0 per cent |
| November 1, 2012 | ~2.0 per cent |
| November 1, 2013 | ~2.0 per cent |

All salaries are dependent on aircraft type and years of service.

| Salary | 2009 | 2009 |
|----------------|----------|-----------|
| | Minimum | Maximum |
| Captain | \$62,000 | \$172,000 |
| First Officer | \$42,000 | \$94,000 |
| Second Officer | \$38,000 | \$65,000 |

Other

– No significant benefit changes were made

Parties: Lomak Bulk Carriers.
AND
Transport, Construction, and General Employees' Association, local 66 – associated with the Christian Labour Association of Canada.

Contract expiry: February 28, 2008; 135 employees. The parties have ratified a 3-year agreement, effective March 1, 2008 to February 28, 2011 that provides wage increases as follows:

| | |
|---------------|--------------|
| March 1, 2008 | 3.0 per cent |
| March 1, 2009 | 3.0 per cent |
| March 1, 2010 | 3.0 per cent |

| Salary | March 1, 2009 | March 1, 2009 | March 1, 2010 |
|---------------------------------------|------------------|------------------|------------------|
| Base Rate – Campell River Division | \$22.01 | \$22.67 | \$23.35 |
| Chip hauler – Schedule B | \$20.85 | \$21.48 | \$22.12 |
| Hourly Rate – Prince George | \$23.73 | \$24.44 | \$25.17 |
| Labourer – Reload Personnel | \$17.31 | \$17.83 | \$18.36 |

Other

No significant benefit changes were made

TRANSPORTATION, COMMUNICATIONS & OTHER UTILITIES CONT'D

Parties: Penauille Servisair.
AND
International Association of Mechanists and Aerospace Workers, District Lodge 140 (Service Air); Baggage Handler and Ramp Attendance.

Contract expiry: August 31, 2009; 200 employees. The parties have ratified a 1-year agreement, effective August 31, 2009 to August 31, 2010 that provides wage increases as follows:

Wage Increases are based on a CPI Trigger, and are estimated as follows:

| | August 31, 2009 | 0 per cent | |
|-----------------------------------|-----------------|------------|-----------------|
| Hourly Wages | | Previous | August 31, 2009 |
| Ramp Attendants (bottom of scale) | | \$10.09 | \$10.09 |
| Ramp Attendants (top of scale) | | \$18.52 | \$18.52 |

Other

- Introduced the IAM Defined Pension Plan: \$0.30 per hour worked to a maximum of \$12.00 per week.
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Parties: Vancouver International Airport Authority.
AND
Public Service Alliance of Canada, local 20221.

Contract expiry: December 31, 2008; 324 employees. The parties have ratified a 4-year agreement, effective January 1, 2009 to December 31, 2012 that provides wage increases as follows:

| | |
|-----------------|--------------|
| January 1, 2009 | 2.0 per cent |
| January 1, 2010 | 1.5 per cent |
| July 1, 2010 | 1.5 per cent |
| January 1, 2011 | 1.5 per cent |
| July 1, 2011 | 1.5 per cent |
| January 1, 2012 | 1.5 per cent |
| July 1, 2012 | 3.0 per cent |

Other

- Employee increased contribution to the RRSPs'
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PUBLIC SECTOR

MUNICIPAL

Parties: City of Richmond.
AND
International Association of Fire Fighters, local 1286.

Contract expiry: December 31, 2006; 218 employees. The parties have ratified a 4-year agreement, effective January 1, 2007 to December 31, 2010 that provides wage increases as follows:

| | |
|------------------|--------------|
| January 1, 2007 | 2.0 per cent |
| June 1, 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 1, 2009 | 2.5 per cent |

Other

- Vision Care: Increased to \$400.00 (from \$250) in any 24 months period (including prescription safety goggles or prescription sunglasses). Coverage for corrective eye surgery up to a lifetime maximum of \$750.00.
- Colonoscopy: Anyone over age 45 can get this test, paid by the Employer, without doctor referral.

Parties: City of Terrace.
AND
Canadian Union of Public Employees, local 2010.

Contract expiry: September 30, 2007; 100 employees. The parties have ratified a 3-year agreement, effective January 1, 2010 to December 31, 2012 that provides wage increases as follows:

| | |
|-----------------|--------------|
| January 1, 2010 | 2.0 per cent |
| January 1, 2011 | 2.0 per cent |
| January 1, 2012 | 2.0 per cent |

| Hourly Wages | January 1, 2010 | January 1, 2011 | January 1, 2012 |
|---------------------------|--------------------|--------------------|--------------------|
| Labour, Journeyman, clerk | \$23.49 | \$23.96 | \$24.44 |
| Labourer I | | | |
| Accounting Clerk III | \$25.30 | \$25.81 | \$26.32 |

MUNICIPAL CONT'D

Other

- Visioncare (eyeglasses) altered to \$300 (\$200) every 2 years
 - Orthodontics increased to a lifetime maximum of \$3,500 (\$2,500)
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Parties: District of North Vancouver.
AND
International Association of Fire Fighters, local 1183.

Contract expiry: December 31, 2006; 218 employees. The parties have ratified a 4-year agreement, effective January 1, 2007 to December 31, 2010 that provides wage increases as follows:

| | |
|-------------------|--------------|
| January 1, 2007 | 2.0 per cent |
| June 1, 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 |

| Monthly Wage | January 1, 2007 | June 1, 2007 | January 26, 2008 | October 4, 2008 | January 24, 2009 | December 31, 2009 |
|-------------------------|-----------------|--------------|------------------|-----------------|------------------|-------------------|
| Fourth Year Firefighter | \$5,687 | \$5,772 | \$5,916 | \$6,064 | \$6,216 | \$6,371 |

Other

- Vision Care: Increased eye exams to \$100 (previously \$75) every 24 months
 - Other Health and Welfare: Added non-pharmacare drugs and coverage for oral contraceptives; combined coverage for paramedicals with annual maximum of \$1,500.
 - Colonoscopy: Anyone over age 45 can get this test, paid by the Employer, without doctor referral.
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Parties: Fraser Valley Regional Library.
AND
Canadian Union of Public Employees, local 1698.

Contract expiry: December 31, 2008; 350 employees. The parties have ratified a 3-year agreement, effective January 1, 2009 to December 31, 2011 that provides wage increases as follows:

| | |
|-----------------|--------------|
| January 1, 2009 | 3.0 per cent |
| January 1, 2010 | 3.0 per cent |
| January 1, 2011 | 3.0 per cent |

MUNICIPAL GOVERNMENT CONT'D

| Hourly Wages | January 1, 2009 | January 1, 2010 | January 1, 2011 |
|----------------------------------|--------------------|--------------------|--------------------|
| Circulation Assistant | \$21.91 | \$22.57 | \$23.24 |
| Library Supervisor (Bottom Rate) | \$22.80 | \$23.48 | \$24.19 |
| Library Supervisor (Top Rate) | \$27.49 | \$28.31 | \$29.16 |
| Librarian 1 (Bottom Rate) | \$25.89 | \$26.67 | \$27.47 |
| Librarian 1 (Top Rate) | \$30.37 | \$31.28 | \$32.22 |

Other

– No significant changes to benefits.

FEDERAL GOVERNMENT

Parties: Treasury Board of Canada.
AND
PIPSC, Applied Science and Patent Exam Group.

Contract expiry: September 30, 2007; 631 employees. The parties have ratified a 28-month agreement, effective July 9, 2009 to September 30, 2011 that provides wage increases 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 |

| Salary | Previous | October 1, 2007 | October 1, 2008 | October 1, 2009 | October 1, 2010 |
|--------------------------------------------------|-----------|--------------------|--------------------|--------------------|--------------------|
| Actuarial Science Group (AC-1, Step 1) | \$48,190 | \$49,298 | \$50,037 | \$50,788 | \$51,550 |
| Actuarial Science Group (AC-3, Step 8) | \$124,735 | \$127,604 | \$129,518 | \$131,461 | \$133,433 |
| Forestry Group (G0-2, Step 1) | \$64,216 | \$65,693 | \$66,678 | \$67,678 | \$68,693 |
| Chemistry Group (CH-2, Step 1) | \$51,214 | \$52,392 | \$53,178 | \$53,976 | \$54,786 |
| Scientific Regulation Group (SG-SRE2, Step 1) | \$51,293 | \$52,473 | \$53,260 | \$54,059 | \$54,870 |

Other

– N/A

FEDERAL GOVERNMENT CONT'D

Parties: Treasury Board of Canada.
AND
PIPSC, Audit, Commerce & Purchasing.

Contract expiry: June 21, 2007; 255 employees. The parties have ratified a 2-year agreement, effective June 25, 2009 to June 21, 2011 that provides wage increases as follows:

| | |
|---------------|--------------|
| June 22, 2007 | 2.3 per cent |
| June 22, 2008 | 1.5 per cent |
| June 22, 2009 | 1.5 per cent |
| June 22, 2010 | 1.5 per cent |

| Salary | Previous | June 22, 2007 | June 22, 2008 | June 22, 2009 | June 22, 2010 |
|-------------------------------------|----------|------------------|------------------|------------------|------------------|
| Auditing (AU-1, Step 1) | \$46,933 | \$48,012 | \$48,732 | \$49,463 | \$50,205 |
| Commerce (CO-01, Step 1) | \$47,602 | \$48,697 | \$49,427 | \$50,168 | \$50,921 |
| Purchasing & Supply (PG-01, Step 1) | \$36,710 | \$37,554 | \$38,117 | \$38,689 | \$39,269 |
| Purchasing & Supply (PG, Step 1) | \$23,723 | \$24,264 | \$24,633 | \$25,002 | \$25,377 |

Other
– N/A

Parties: Treasury Board of Canada.
AND
PIPSC, Health Services.

Contract expiry: September 30, 2007; 271 employees. The parties have ratified a 26-month agreement, effective August 26, 2009 to September 30, 2011 that provides wage increases 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 |

FEDERAL GOVERNMENT CONT'D

| Salary | Previous | October 1, 2007 | October 1, 2008 | October 1, 2009 | October 1, 2010 |
|------------------------------------------------|----------|--------------------|--------------------|--------------------|--------------------|
| Dentist (Group 1, Step 1) | \$68,890 | \$70,474 | \$71,531 | \$72,604 | \$73,693 |
| Medicine (Group 1, Step 1) | \$73,305 | \$74,991 | \$76,116 | \$77,258 | \$78,417 |
| Social Welfare (Group 1, Step 1) | \$43,561 | \$44,563 | \$45,231 | \$45,909 | \$46,598 |
| Occupational & Physiotherapy (Group 1, Step 1) | \$55,248 | \$56, 519 | \$57,367 | \$58,228 | \$59,101 |

Other

– N/A

Parties: Treasury Board of Canada.
AND
PSAC, Technical Services.

Contract expiry: June 31, 2007; 1,538 employees. The parties have ratified a 19-month agreement, effective November 27, 2009 to June 31, 2011 that provides wage increases as follows:

| | |
|---------------|--------------|
| June 22, 2007 | 2.3 per cent |
| June 22, 2008 | 1.5 per cent |
| June 22, 2009 | 1.5 per cent |
| June 22, 2010 | 1.5 per cent |

| Salary | Previous | June 22, 2007 | June 22, 2008 | June 22, 2009 | June 22, 2010 |
|--------------------------------------------------------|----------|------------------|------------------|------------------|------------------|
| Drafting and Illustrations Group (DD-1, Start) | \$26,112 | \$26,713 | \$27,114 | \$27,521 | \$27,934 |
| Engineering and Scientific Support Group (EG-1, Start) | \$37,229 | \$38,085 | \$38,656 | \$39,236 | \$39,825 |
| General Technician Group (GT-1, Start) | \$36,373 | \$37,210 | \$37,768 | \$38,335 | \$38,910 |
| Photography Group (PY-1, Start) | \$28,869 | \$29,533 | \$29,976 | \$30,426 | \$30,882 |

Other

– N/A

TRADES AND SERVICES

Parties: Canada Post Corporation.
AND
Association of Postal Officials

Contract expiry: March 31, 2009; 550 employees. The parties have ratified a 5-year agreement, effective April 1, 2009 to March 31, 2014 that provides wage increases as follows:

| | |
|---------------|--------------|
| April 1, 2009 | 1.9 per cent |
| April 1, 2010 | 1.9 per cent |
| April 1, 2011 | 1.9 per cent |
| April 1, 2012 | 1.9 per cent |
| April 1, 2013 | 1.9 per cent |

| Salary | April 1, 2009 | April 1, 2010 | April 1, 2011 | April 1, 2012 | April 1, 2013 |
|---------------------------------|------------------|------------------|------------------|------------------|------------------|
| OP 1 - Minimum | \$55,550 | \$56,605.45 | \$57,680.95 | \$58,776.89 | \$59,893.62 |
| OP 3 - Maximum | \$77,568 | \$79,041.79 | \$80,543.59 | \$82,073.91 | \$83,633.31 |
| Sales Force (SL) 1 - Minimum | \$42,092 | \$42,891.75 | \$43,706.70 | \$44,537.19 | \$45,383.32 |
| Sales Force (SL) 3 - Maximum | \$70,111 | \$71,443.11 | \$72,800 | \$74,183.74 | \$75,593.23 |

Other

- Short-term Disability Plan altered to replace the sick leave provision with 7 “personal days” per year, effective January 1, 2010
 - Positions were re-classified. Any positions that were not re-classified to a higher bracket were given an additional 1.0 per cent (making a total of 2.9 per cent).
 - Included an optional re-opener in the third year, granted to either party
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