

Settlement Summaries

(May 2010 to July 2010)

PRIVATE SECTOR

ENERGY

Parties: Cullen Diesel
AND
International Association of Machinists and Aerospace Workers, local 692
and Teamsters, local 213.

Contract expiry: February 28, 2010; 180 employees. The parties have ratified a 3-year agreement, effective March 1, 2010 to February 28, 2013 that provides wage increases as follows:

| | |
|---------------|--------------|
| March 1, 2010 | 1.0 per cent |
| March 1, 2011 | 2.0 per cent |
| March 1, 2012 | 2.0 per cent |

| Hourly Wages | Previous | March 1, 2010 | March 1, 2011 | March 1, 2012 |
|---------------------|----------|------------------|------------------|------------------|
| Journeyman Mechanic | \$32.55 | \$32.88 | \$33.53 | \$34.20 |
| Journeyman Partsman | \$30.14 | \$30.44 | \$31.05 | \$31.67 |

Other

- Increased boot and tool allowance
- Permitted 4 weeks of vacation to be given at 13 years of service (previously given at 15 years of service)

Parties: Spectra Energy Transmission
AND
Communications, Energy and Paperworkers Union, local 686 (McMahon Plant).

Contract expiry: January 31, 2010; 85 employees. The parties have ratified a 3-year agreement, effective February 1, 2010 to January 31, 2013 that provides wage increases as follows:

| | |
|------------------|---------------|
| February 1, 2010 | 2.5 per cent |
| February 1, 2011 | 3.0 per cent |
| February 1, 2012 | 3.25 per cent |

ENERGY CONT'D

| Hourly Wages | February 1, 2010 | February 1, 2011 | February 1, 2012 |
|--------------------|---------------------|---------------------|---------------------|
| Labourer | \$28.50 | \$29.36 | \$30.31 |
| Journeyman | \$41.68 | \$42.93 | \$44.33 |
| Sr. Steam Operator | \$50.38 | \$51.89 | \$53.58 |

Other

- Increased the Northern Allowance to \$50.00 per month (note: Northern Allowance considered as pensionable earnings)
 - Increased hearing aid coverage to \$600 in any five consecutive years.
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Parties: Spectra Energy Transmission
AND
Communications, Energy and Paperworkers Union, local 862 (Fort Nelson Plant).

Contract expiry: January 31, 2010; 60 employees. The parties have ratified a 3-year agreement, effective February 1, 2010 to January 31, 2013 that provides wage increases as follows:

| | |
|------------------|---------------|
| February 1, 2010 | 2.5 per cent |
| February 1, 2011 | 3.0 per cent |
| February 1, 2012 | 3.25 per cent |

| Hourly Wages | February 1, 2010 | February 1, 2011 | February 1, 2012 |
|--------------------|---------------------|---------------------|---------------------|
| Labourer | \$28.50 | \$29.36 | \$30.31 |
| Journeyman | \$41.68 | \$42.93 | \$44.33 |
| Sr. Steam Operator | \$50.38 | \$51.89 | \$53.58 |

Other

- Increased the Northern allowance to \$50.00 per month (note: Northern allowance considered as pensionable earnings)
 - Increased hearing aid coverage to \$600 in any five consecutive years.
-

Parties: Spectra Energy Transmission
AND
Communications, Energy and Paperworkers Union, local 449 (Pine River Plant).

Contract expiry: January 31, 2010; 50 employees. The parties have ratified a 3-year agreement, effective February 1, 2010 to January 31, 2013 that provides wage increases as follows:

ENERGY CONT'D

| | |
|------------------|---------------|
| February 1, 2010 | 2.5 per cent |
| February 1, 2011 | 3.0 per cent |
| February 1, 2012 | 3.25 per cent |

| Hourly Wages | February 1, 2010 | February 1, 2011 | February 1, 2012 |
|--------------------|---------------------|---------------------|---------------------|
| Labourer | \$28.50 | \$29.36 | \$30.31 |
| Journeyman | \$41.68 | \$42.93 | \$44.33 |
| Sr. Steam Operator | \$50.38 | \$51.89 | \$53.58 |

Other

- Increased the Northern allowance to \$50.00 per month (note: Northern allowance considered as pensionable earnings)
 - Increased hearing aid coverage to \$600 in any five consecutive years.
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FINANCE

Parties: Grand Forks and District Savings Credit Union
AND
British Columbia Government Employees Union.

Contract expiry: June 30, 2009; 34 employees. The parties have ratified a 3-year agreement, effective July 1, 2009 to June 30, 2012 that provides wage increases as follows:

| | |
|--------------|--------------|
| July 1, 2009 | 0.0 per cent |
| July 1, 2010 | 2.0 per cent |
| July 1, 2011 | 2.0 per cent |

| Hourly Wages | Previous | July 1, 2009 | July 1, 2010 | July 1, 2011 |
|---|----------|-----------------|-----------------|-----------------|
| Junior Clerk (start) | \$11.71 | \$11.71 | \$11.94 | \$12.18 |
| Teller (start) | \$15.62 | \$15.62 | \$15.93 | \$16.25 |
| Receptionist (start) | \$16.75 | \$16.75 | \$17.09 | \$17.43 |
| Financial Services Officer III (start) | \$30.28 | \$30.28 | \$30.89 | \$31.50 |

FINANCE CONT'D

Other

- Overtime: Employees may elect to bank overtime to be taken as time off
 - Health Care: Increases to the vision care provision from \$125.00 to \$250.00 every 2 years
 - Statutory Holidays: In order to accommodate time off from worked hours where a holiday is observed on a Saturday, effective January 1, 2010 the employee will be provided with paid birthday off.
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FORESTRY

Parties: Canadian Forest Products Ltd., Prince George.
AND
United Steelworkers, locals 1-405, 1-417, and 1-424.

Contract expiry: June 30, 2009; 2,300 employees. The parties have ratified a 4-year agreement, effective July 1, 2009 to June 30, 2013 that provides wage increases as follows:

| | | | | | |
|--------------|----------|----------------|--------------|--------------|--|
| | | July 1, 2011 | 2.0 per cent | | |
| | | July 1, 2012 | 2.0 per cent | | |
| Hourly Wages | Previous | March 11, 2010 | July 1, 2011 | July 1, 2012 | |
| Labour | \$24.45 | \$24.45 | \$24.95 | \$25.45 | |
| Journeyman | \$31.83 | \$32.33 | \$33.48 | \$34.15 | |

Other

- Group life insurance increases of \$10,000 effective July 1, 2010 and July 1, 2012
 - Accidental Death and Dismemberment increases of \$10,000 effective July 1, 2010 and July 1, 2012
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Parties: Western Forest Products (Value-Added Remanufacturing Facility)
AND
Pulp, Paper and Woodworkers of Canada, local 8.

Contract expiry: June 15, 2008; 70 employees. The parties have ratified a 6-year agreement, effective June 15, 2010 to October 15, 2016 that provides lump-sum payments to the *existing workforce* as follows:

FORESTRY CONT'D

| | |
|------------------|----------------------------|
| October 15, 2010 | \$1000.00 lump sum payment |
| October 15, 2011 | \$500.00 lump sum payment |
| October 15, 2012 | \$500.00 lump sum payment |
| October 15, 2013 | \$500.00 lump sum payment |
| October 15, 2014 | \$500.00 lump sum payment |
| October 15, 2015 | \$1000.00 lump sum payment |

Other

- Introduced a 2 tier pay schedule. New hires inserted under the new wage schedule.
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HEALTH AND WELFARE

Parties: MHC Services Corp, a division of Marquis Services
AND
Christian Labour Association of Canada, local 501.

Contract expiry: October 31, 2009; 25 employees. The parties have ratified a 3-year agreement, effective November 1, 2009 to October 31, 2012 that provides wage increases as follows:

| | |
|------------------|--------------------------|
| November 1, 2009 | 2.5 per cent |
| November 1, 2010 | Minimum of 1.0 per cent* |
| November 1, 2011 | Minimum of 1.0 per cent* |

**Dependent on Sunset Lodge negotiations*

| Hourly Wages | Previous | November 1, 2009 |
|---------------------------------------|----------|------------------|
| Housekeeping | \$13.05 | \$13.38 |
| Lead hand in Housekeeping and Dietary | \$14.25 | \$14.61 |
| Head Cook | \$17.92 | \$18.37 |
| Cook | \$16.15 | \$16.55 |

Other

- Increased employer benefit contribution from 50 per cent to 70 per cent
 - Increased number of sick days permitted
 - Improved contract language
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Parties: Maximus Canada.
AND
British Columbia Government Employees Union.

Contract expiry: March 31, 2010; 240 employees. The parties have ratified a 5-year agreement, effective April 1, 2010 to March 31, 2015 that provides wage increases as follows:

HEALTH AND WELFARE CONT'D

| | |
|-----------------|--------------|
| October 1, 2011 | 0.0 per cent |
| April 1, 2012 | 2.0 per cent |
| April 1, 2013 | 3.0 per cent |
| April 1, 2014 | 3.0 per cent |

| Hourly Wages | Previous | October 1, 2011 | April 1, 2012 | April 1, 2013 | April 1, 2014 |
|--|----------|-----------------|---------------|---------------|---------------|
| Administrative Officer (A5, 16) | \$24.18 | \$24.18 | \$24.66 | \$25.40 | \$26.17 |
| Clerk (A5, 9) | \$19.75 | \$19.75 | \$20.15 | \$20.75 | \$21.37 |
| Information Systems & Office Assistant (A5, 6) | \$18.14 | \$18.14 | \$18.50 | \$19.06 | \$19.63 |
| Information Systems (SIH, 30) | \$36.92 | \$36.92 | \$37.66 | \$38.79 | \$39.95 |

Other

- One time signing bonus of \$500.00 provided October 1, 2011
 - Improvements to health insurance benefits, including increases in lifetime maximum for extended health benefits,
 - Improvements to eye care and orthodontic care benefits
 - Incremental increases provided to meal and mileage allowances
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TRADES & SERVICES

Parties: Hertz Car Rental (Vancouver International Airport)
AND
Canadian Office and Professional Employees Union, local 378.

Contract expiry: October 31, 2009; 47 employees. The parties have ratified a 4-year agreement, effective November 1, 2009 to October 31, 2013 that provides wage increases as follows:

| | |
|------------------|--------------|
| November 1, 2009 | 2.5 per cent |
| November 1, 2010 | 2.5 per cent |
| November 1, 2011 | 2.5 per cent |

Other

- Signing bonus of \$500.00 and \$300.00 provided effective November 1, 2010 for full-time and part-time employees, respectively
 - Accesses to benefits provided if full-time employees are bumped into part-time hours
 - Language improvements to job security
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TRADES & SERVICES CONT'D

Parties: Port Alberni Coop
AND
United Food and Commercial Workers, local 1518.

Contract expiry: December 29, 2009; 45 employees. The parties have ratified a 3-year agreement, effective December 29, 2009 to December 29, 2012 that provides wage increases as follows:

| | |
|--------------|--------------|
| May 30, 2009 | 2.0 per cent |
| May 30, 2010 | 2.0 per cent |
| May 30, 2011 | 2.0 per cent |

| Hourly Wages | May 30, 2010 | May 30, 2011 |
|-----------------------------|-----------------|-----------------|
| Truck Drivers (Bottom rate) | \$16.80 | \$17.14 |
| Truck Drivers (Top rate) | \$20.45 | \$20.86 |
| Pump Jockies (Bottom rate) | \$9.98 | \$10.18 |
| Pump Jockies (Top rate) | \$12.23 | \$12.47 |

Other

- Improved language on harassment, duty to accommodate, and requested time off
- Created a safety boot allowance
- Improved the educational leave provision
- Created option to take a half hour meal period
- Established a joint labour-management committee

Parties: Sheraton Vancouver
AND
Canadian Auto Workers, local 3000.

Contract expiry: April 1, 2009; 133 employees. The parties have ratified a 3-year agreement, effective May 1, 2009 to April 30, 2012 that provides wage increases as follows:

| | |
|------------------|--------------|
| November 1, 2009 | 1.0 per cent |
| May 1, 2010 | 1.0 per cent |
| November 1, 2010 | 1.0 per cent |
| May 1, 2011 | 1.0 per cent |
| November 1, 2011 | 1.0 per cent |

TRADES & SERVICES CONT'D

| Hourly Wages | Nov 1, 2009 | May 1, 2010 | Nov 1, 2010 | May 1, 2011 | Nov 1, 2011 |
|----------------|----------------|----------------|----------------|----------------|----------------|
| Guest Services | \$16.95 | \$17.12 | \$17.29 | \$17.46 | \$17.64 |
| Houseperson | \$16.39 | \$16.56 | \$16.72 | \$16.89 | \$17.06 |
| Server | \$12.96 | \$13.09 | \$13.22 | \$13.35 | \$13.49 |
| First Cook | \$18.37 | \$18.56 | \$18.74 | \$18.93 | \$19.12 |

Other

- Reduced workload for room attendants
 - Improved language for increased time off the job for senior workers
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Parties: Texada Quarrying (Lafarge)
AND
United Steelworkers, local 816.

Contract expiry: May 31, 2009; 59 employees. The parties have ratified a 3-year agreement, effective June 1, 2009 to May 31, 2012 that provides wage increases as follows:

| | |
|--------------|---------------|
| June 1, 2010 | 1.25 per cent |
| June 1, 2011 | 1.50 per cent |

Other

- In the first year of the agreement, workers will receive a lump-sum equivalent of three days pay
 - Increases made to short-term disability, chiropractic visits, and dental care (including orthodontic)
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TRANSPORTATION, COMMUNICATIONS & OTHER UTILITIES

Parties: Avcorp Aerostructures
AND
International Association of Machinist and Aerospace Workers.

Contract expiry: September 30, 2009; 360 employees. The parties have ratified a 3-year agreement, effective April 1, 2010 to March 31, 2013 that provides wage increases as follows:

| | |
|---------------|--------------|
| April 1, 2010 | 2.0 per cent |
| April 1, 2011 | 3.0 per cent |
| April 1, 2012 | 4.0 per cent |

TRANSPORTATION, COMMUNICATIONS & OTHER UTILITIES CONT'D

| Hourly Wages | April 1, 2010 | April 1, 2011 | April 1, 2012 |
|---|------------------|------------------|------------------|
| Journeyman Jig & Toolmaker | \$29.95 | \$30.85 | \$32.08 |
| Journeyman Machinists/ Mechanic/ Painter/ Electrician/ Millwright/ Composite Fabricator | \$27.76 | \$28.60 | \$29.74 |
| Inspector Technician | \$27.93 | \$30.27 | \$31.48 |
| Inspector | \$27.76 | \$28.60 | \$29.74 |
| Lab Technician 1 | \$27.96 | \$28.80 | \$29.95 |
| Material Handler 1 | \$24.98 | \$25.73 | \$26.76 |
| General Operations Support 1 | \$21.82 | \$22.47 | \$23.27 |

Other

- Extended Health Benefit: Vision care increased to \$300 per (24) month period
 - Safety: Prescription safety glasses increased to \$250 per (24) month period
 - Shift Differential (Afternoon/Night): Shift premium increased to \$1.00 per hour
 - Chargehand Rate: \$1.75 / \$1.95 / \$2.15 per April 1 each year
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Parties: Canadian National Railway
AND
Teamsters Canada Rail Conference, Locomotive Engineers.

Contract expiry: December 31, 2008; 1,500 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 | 1.8 per cent |
| January 1, 2010 | 2.4 per cent |
| January 1, 2011 | 2.6 per cent |

Note: Salary information is not available as Locomotive Engineers are paid on a per mile basis.

Other

- No significant changes to benefits
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Parties: Grayline of Victoria
AND
Canadian Auto Workers.

Contract expiry: March 31, 2010; 100 employees. The parties have ratified a 3-year agreement, effective April 1, 2010 to March 31, 2013 that provides wage increases as follows:

TRANSPORTATION, COMMUNICATIONS & OTHER UTILITIES CONT'D

| | |
|---------------|--------------|
| April 1, 2010 | 0.0 per cent |
| April 1, 2011 | 1.0 per cent |
| April 1, 2012 | 1.0 per cent |

Please note: *The Maintenance Division, containing 45 employees, was provided wage increases of 0.0 per cent effective April 1, 2010, 1.0 per cent effective April 1, 2011 and 2.0 per cent effective April 1, 2012.*

| Hourly Wages | Previous | April 1, 2010 | April 1, 2011 | April 1, 2012 |
|---|----------|------------------|------------------|------------------|
| General Labour | \$9.31 | \$9.31 | \$9.41 | \$9.60 |
| Journey Person: Mechanic/Bodyman/Painter | \$28.53 | \$28.53 | \$28.82 | \$29.40 |
| Unticketed Mechanic | \$24.68 | \$24.68 | \$24.93 | \$25.43 |
| Drivers Base Rate | \$21.12 | \$21.12 | \$21.33 | \$21.55 |
| Dispatcher | \$22.17 | \$22.17 | \$22.39 | \$22.62 |

Other

- Increased boot allowance
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PUBLIC SECTOR

FEDERAL GOVERNMENT

Parties: Canada Post Corporation
AND
Canadian Postmasters and Assistants Association.

Contract expiry: December 31, 2009; 860 employees. The parties have ratified a 5-year agreement, effective January 1, 2010 to December 31, 2014 that provides wage increases as follows:

| | |
|-----------------|---------------|
| January 1, 2010 | 2.75 per cent |
| January 1, 2011 | 1.9 per cent |
| January 1, 2012 | 1.9 per cent |
| January 1, 2013 | 1.9 per cent |
| January 1, 2014 | 1.9 per cent |

| Hourly Wages | Previous |
|-----------------------|----------|
| Level 1, increment 1 | \$17.18 |
| Level 3, increment 1 | \$19.33 |
| Level 6A, increment 1 | \$22.86 |

FEDERAL GOVERNMENT CONT'D

Other

- Re-opener for salary provided after the second year of the agreement
 - Shift premiums will increase to \$1.15 and weekend premiums to \$1.40
 - Introduced a Short-Term Disability Plan that will enable members to retain and use banked sick leave and receive a one-time recognition payment for employees with more than 150 days or more in sick leave banks
 - Improvements to hearing, vision and paramedical benefits coverage
 - An increase of 1 per cent (to 4 per cent) to the Corporate Achievement Bonus for all Indeterminate CPAA members, and an extension of the bonus to eligible term employees
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MUNICIPAL GOVERNMENT

Parties: Town of Gibsons
AND
British Columbia Government Employees Union.

Contract expiry: December 31, 2009; 32 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 | 2.48 per cent |
| January 1, 2012 | 2.26 per cent |

| Hourly Wages | Previous | January 1, 2010 | January 1, 2011 | January 1, 2012 |
|-----------------------|----------|--------------------|--------------------|--------------------|
| Utility Person | \$26.11 | \$26.63 | \$27.29 | \$27.91 |
| Labourer 1 | \$21.49 | \$21.92 | \$22.46 | \$22.97 |
| Foreman | \$28.57 | \$29.14 | \$29.86 | \$30.54 |
| Engineer Technician 1 | \$27.81 | \$28.37 | \$29.07 | \$29.54 |

Other

- Provided a signing bonus for full-time workers of \$350 and \$225 for part-time workers
 - Improved health and welfare benefits
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Parties: Okanagan Similkameen Regional District
AND
British Columbia Government and Employees Union.

Contract expiry: December 31, 2009; 60 employees. The parties have ratified a 2-year agreement, effective January 1, 2010 to December 31, 2011 that provides wage increases as follows:

MUNICIPAL GOVERNMENT CONT'D

| | | | | |
|--|--------------------|----------|---------------|---------------|
| | January 1, 2010 | | 1.5 per cent | |
| | January 1, 2011 | | 1.5 per cent | |
| | Hourly Wages | Previous | April 1, 2010 | April 1, 2011 |
| | Labourer | \$21.85 | \$22.18 | \$22.51 |
| | Clerk | \$22.37 | \$22.71 | \$23.05 |
| | Accountant | \$30.93 | \$31.39 | \$31.86 |
| | Scale Attendance 1 | \$18.97 | \$19.25 | \$19.54 |

Other

- Increased the number of annual sick days
- Created a comprehensive grievance procedure
- Improved contracting out language
- Improved seniority for casuals

Parties: District of Schelt
AND
British Columbia Government and Employees Union.

Contract expiry: December 31, 2009; 45 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 | | 2.5 per cent | | |
| | January 1, 2011 | | 2.0 per cent | | |
| | January 1, 2012 | | 2.0 per cent | | |
| | Hourly Wages | Previous | April 1, 2010 | April 1, 2011 | April 1, 2012 |
| | Grid 1 | \$15.60 | \$15.99 | \$16.31 | \$16.64 |
| | Grid 5 | \$24.33 | \$24.94 | \$25.44 | \$25.95 |
| | Grid 10 | \$30.08 | \$30.83 | \$31.45 | \$32.08 |
| | Grid 15 | \$36.90 | \$37.82 | \$38.58 | \$39.35 |

Other

- Improved safety apparel provision
 - Improvements to meal per diem provision
-

PROVINCIAL GOVERNMENT

Parties: BC Assessment Authority
AND
Canadian Union of Public Employees, local 1767.

Contract expiry: December 31, 2009; 600 employees. The parties have ratified a 2-year agreement, effective January 1, 2010 to December 31, 2011 that provides net-zero wage increases as follows:

| | | | | |
|--|-----------------|--------------|-----------------|-----------------|
| | January 1, 2010 | 0.0 per cent | | |
| | January 1, 2011 | 0.0 per cent | | |
| Bi-Weekly Wages | | Previous | January 1, 2010 | January 1, 2011 |
| Appraisal Assistant Trainee (Grid 2, starting) | | \$1055.74 | \$1055.74 | \$1055.74 |
| Clerk Typist II (Grid 4, starting) | | \$1302.22 | \$1302.22 | \$1302.22 |
| Programme Trainee (Grid 7, starting) | | \$1671.95 | \$1671.95 | \$1671.95 |
| GIS Business Analyst (Grid 12, starting) | | \$2288.14 | \$2288.14 | \$2288.14 |

Other

- Employee permitted to take vacation leave during the first six months of continuous employment upon mutual agreement, when earned
 - Changes to benefits paid for by the employer created by increasing deductibles
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Parties: Community Living BC.
AND
British Columbia Government Employees Union.

Contract expiry: March 31, 2010; 375 employees. The parties have ratified a 2-year agreement extension, effective April 1, 2010 to March 31, 2012 that provides a net-zero wage increase as follows:

| | | |
|--|---------------|--------------|
| | April 1, 2010 | 0.0 per cent |
| | April 1, 2011 | 0.0 per cent |

Other

- Includes extension of job-security language in line with the BCGEU Master Agreement
 - Allows for a one-time option to receive vacation payout
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PROVINCIAL GOVERNMENT CONT'D

Parties: Government of British Columbia.
AND
British Columbia Government Employees Union.

Contract expiry: March 31, 2010; 27,000 employees. The parties have ratified a 2-year agreement extension, effective April 1, 2010 to May 31, 2012 that provides wage increases as follows:

| | |
|---------------|------------|
| April 1, 2010 | 0 per cent |
| April 1, 2011 | 0 per cent |

Other

- Continuation of current temporary market adjustments (TMAs)
 - Improved extended health benefits, such as hearing aids and leave for family illness in the case of illness or hospitalization of the employee's spouse or leave for care for adult dependent children
 - A new process to address workplace bullying
-

Parties: Government Licensed Professionals.
AND
Professional Employees Association.

Contract expiry: March 31, 2010; 1,400 employees. The parties have ratified a 2-year agreement extension, effective April 1, 2010 to March 31, 2012 that provides a net-zero wage increase as follows:

| | |
|---------------|--------------|
| April 1, 2010 | 0.0 per cent |
| April 1, 2011 | 0.0 per cent |

Other

- Agreement is a two-year extension of the existing 13th Master Agreement
- Improved Employment Security
- Retention of all Recruitment and Retention Allowances
- Improved flexibility in accessing leave
- Process to improve administration of compensation provisions for licensed professions called on to respond to provincial emergencies