

Settlement Summaries
(August 2011 to October 2011)

PRIVATE SECTOR

FOOD AND BEVERAGE

Parties: Sofina Foods
AND
United Food and Commercial Workers, local 1518.

Contract expiry: March 31, 2011; 140 employees. The parties have agreed upon a 4-year agreement effective April 1, 2011 to March 31, 2015 that provides wage increases as follows:

April 1, 2011	\$0.30
April 1, 2012	\$0.35
April 1, 2013	\$0.35
April 1, 2014	\$0.40

*Note - Wage increases, as expressed in percentage terms calculated on the starting wage, equal 1.6%, 1.8%, 1.8% and 2.0 % respectively for 2011, 2012, 2013 and 2014.

Hourly Wages	Previous	April 1, 2011	April 1, 2012	April 1, 2013	April 1, 2014
Starting Wage	\$18.70	\$19.00	\$19.35	\$19.70	\$20.10

Note

- Introduction of prescription drug card.
 - Additional coverage of vision care aids and hearing aids.
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FORESTRY CONT'D

Parties: West Fraser Mills Ltd., Chasm Division
AND
United Steelworkers, local 1-417.

Contract expiry: June 30, 2009; 157 employees. The parties have agreed upon a 4-year agreement effective July 1, 2009 to June 30, 2013 that provides wage increases as follows:

July 15, 2009	0.0 per cent
July 15, 2010	0.0 per cent
July 15, 2011	2.0 per cent
July 15, 2012	2.0 per cent

Hourly Wages	Previous	July 15, 2011	July 15, 2012
Labourer	\$25.425	\$25.934	\$26.452

Note

- No significant changes to benefits
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HEALTH AND WELFARE

Parties: Elim Christian Care Society
AND
British Columbia Government and Service Employees Union.

First collective agreement; 165 employees. The parties have agreed upon a 3-year agreement effective August 1, 2011 to March 31, 2014 that provides wage increases as follows:

April 1, 2011	1.85 per cent
April 1, 2012	1.50 per cent
April 1, 2013	1.75 per cent

Hourly Wages	Current
RCA - Top Rate	\$19.25
LPN - Top Rate	\$24.60
RN - Top Rate	\$33.01

Note

- No significant change to benefits
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HEALTH AND WELFARE CONT'D

Parties: Lifestyles Operations LP (Whitecliff)
AND
British Columbia Government and Service Employees Union.

Contract expiry: June 30, 2009; 75 employees. The parties have agreed upon a 4-year agreement effective July 1, 2009 to June 30, 2013 that provides wage increases as follows:

January 1, 2011	2.00 per cent
January 1, 2012	2.25 per cent
January 1, 2013	2.25 per cent

Note

- Up to 2.5% retroactive pay back to January 1, 2010
 - Multiple changes to language, including to probationary periods, lieu days, bargaining unit work, employee appraisal and right to grieve disciplinary action
 - No significant changes to benefits
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MANUFACTURING

Parties: Bekaert Canada
AND
Teamsters, local 213.

Contract expiry: January 30, 2011; 105 employees. The parties have agreed upon a 4-year agreement effective July 1, 2011 to June 30, 2015 that provides wage increases as follows:

July 1, 2011	\$0.00 per hour	0.0 per cent
July 1, 2012	\$0.00 per hour	0.0 per cent
July 1, 2013	\$0.50 per hour	Approx. 2.0 per cent
July 1, 2014	\$0.50 per hour	Approx. 2.0 per cent

Hourly Wages	July 1, 2011	July 1, 2012	July 1, 2013	July 1, 2014
Electrician	\$30.27	\$30.27	\$30.77	\$31.27
Shipper - Receiver	\$26.96	\$26.96	\$27.46	\$27.96
Strander	\$26.59	\$26.59	\$26.89	\$27.39
Fork Lift Operator	\$26.18	\$26.18	\$26.68	\$27.18
Maintenance General Help	\$25.45	\$25.45	\$25.95	\$26.45
Janitor	\$24.95	\$24.95	\$25.45	\$25.95
Weekend Student	\$13.45	\$13.45	\$13.95	\$14.45

Note

- Improvements to pension and life insurance

MANUFACTURING CONT'D

Parties: Finning International Inc.
AND
International Association of Machinists and Aerospace Workers, local 692.

Contract expiry: April 14, 2011; 700 employees. The parties have agreed upon a 4-year agreement effective April 15, 2011 to April 14, 2015 that provides wage increases as follows:

April 15, 2011	4.0 per cent
April 15, 2012	3.0 per cent
April 15, 2013	3.0 per cent
April 15, 2014	4.0 per cent

Hourly Wages	Previous	April 15, 2011	April 15, 2012	April 15, 2013	April 15, 2014
Journeyperson	\$35.80	\$37.23	\$38.35	\$39.50	\$41.08

Note

- Changes to benefits - increases to direct contribution pension, expanded prescription drug card, increased life and accidental death and dismemberment insurance.
 - Increases to premiums on modified shifts and Tuesday to Sunday shift
 - Increases to regional wage adjustments
 - Changes to statutory holiday provisions
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Parties: Lafarge Canada - Richmond Plant
AND
International Brotherhood of Boilermakers, local D385.

Contract expiry: October 31, 2008; 77 employees. The parties have agreed upon a 4-year agreement effective November 1, 2008 to October 31, 2012 that provides wage increases as follows:

November 1, 2008	2.0 per cent
November 1, 2009	2.5 per cent
November 1, 2010	3.0 per cent
November 1, 2011	3.5 per cent

Hourly Wages	November 1, 2008	November 1, 2009	November 1, 2010	November 1, 2011
Labourer	\$27.40	\$28.08	\$28.92	\$29.94
Student /Temporary Labourer	\$20.55	\$21.06	\$21.70	\$22.46
Mechanical/Electrical	\$34.58	\$35.44	\$36.51	\$37.78
Tradesperson				

MANUFACTURING CONT'D

Lab Technicians	\$32.91	\$33.73	\$34.74	\$35.96
Store Keeper	\$30.77	\$31.54	\$32.49	\$33.63
Production Support Worker	\$29.92	\$30.66	\$31.58	\$32.69
Administration Clerk	\$28.65	\$29.37	\$30.25	\$31.31

Note

- Information not provided
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Parties: Lehigh Cement (Division of Lehigh Hanson Materials Limited)
AND
International Brotherhood of Boilermakers, Iron Shipbuilders, Blacksmiths,
Forgers and Helpers, local D-277.

Contract expiry: April 30, 2011; 80 employees. The parties have agreed upon a 3-year agreement effective May 1, 2011 to April 30, 2014 that provides wage increases as follows:

May 1, 2011	\$1.10 per hour*
May 1, 2012	\$1.10 per hour*
May 1, 2013	\$1.10 per hour*

* In percentage terms, increases fall between 2.5 - 3.5%

Hourly Wages	Previous	May 1, 2011	May 1, 2012	May 1, 2013
Labourer	\$32.98	\$34.08	\$35.18	\$36.28
Central Control Operator	\$39.11	\$40.21	\$41.31	\$42.41
Journeyperson (Minimum Wage)	\$39.60	\$40.70	\$41.80	\$42.90

Note

- Several language changes - contracting out, statutory holidays, administration and vacation administration
 - No significant changes to benefits
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Parties: Lehigh Materials - Sechelt and Lower Mainland Depots (Division of Lehigh Hanson Materials Limited)
AND
International Union of Operating Engineers, local 115.

Contract expiry: March 31, 2010; 75 employees. The parties have agreed upon a 3-year agreement effective April 1, 2010 to March 31, 2013 that provides wage increases as follows:

MANUFACTURING CONT'D

April 1, 2010	0.0 per cent
April 1, 2011	1.25 per cent
April 1, 2012	2.75 per cent

Hourly Wages	Previous	April 1, 2011	April 1, 2012
Labourer	\$25.55	\$25.87	\$26.58
Plant Operator	\$30.02	\$30.40	\$31.23
Journeyman (Minimum Wage)	\$31.22	\$31.61	\$32.48

Note

- No significant changes to benefits
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Parties: Prepac Manufacturing Ltd.
 AND
 Canadian Autoworkers, local 114.

Contract expiry: February 28, 2011; 84 employees. The parties have agreed upon a 3-year agreement effective March 1, 2011 to February 28, 2014 that provides wage increases as follows:

March 1, 2011	2.0 per cent
March 1, 2012	2.0 per cent
March 1, 2013	3.0 per cent

Hourly Wages	March 1, 2011	March 1, 2012	March 1, 2013
Level 1 - Starting Rate	\$12.56	\$12.81	\$13.19
Level 2 - Starting Rate	\$13.48	\$13.75	\$14.16
Level 3 - Starting Rate	\$15.76	\$16.08	\$16.56
Level 4 - Starting Rate	\$17.21	\$17.55	\$18.08
Level 5 - Starting Rate	\$21.40	\$21.83	\$22.48
Group Leaders - Starting Rate	\$17.53	\$17.88	\$18.42
Group Leaders - After 5 Years	\$23.67	\$24.14	\$24.88

Note

- Changes to language for 'Leave for Personal Reasons'
 - Increased employer coverage of Weekly Indemnity premium to 100 per cent, to a maximum of \$19.00 per person, per month
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TRADES AND SERVICES

Parties: BFI Canada (Vancouver Island)
AND
International Union of Operating Engineers, local 115.

Contract expiry: March 31, 2011; 80 employees. The parties have agreed upon a 3-year agreement effective April 1, 2011 to March 31, 2014 that provides wage increases as follows:

April 1, 2011	3.0 per cent
April 1, 2012	2.5 per cent
April 1, 2013	2.5 per cent

Hourly Wages	April 1, 2011	April 1, 2012	April 1, 2013
Licensed Mechanic	\$29.23	\$29.96	\$30.71
Welder	\$25.68	\$26.32	\$26.98
Tractor Trailer Driver	\$21.86	\$22.41	\$22.97
Front Load	\$21.86	\$22.41	\$22.97
Painter/Yardman	\$16.94	\$17.36	\$17.79
Baler	\$15.07	\$15.45	\$15.84
Operator I	\$15.07	\$15.45	\$15.84
Operator II	\$15.50	\$15.89	\$16.29
Sorter	\$11.25	\$12.25	\$13.25

Note

- Increased contribution to the pension plan to 3 per cent of the gross monthly earnings or \$125, whichever is greater, on behalf of each employee to the Operating Engineers' Pension Plan, effective April 1, 2011
- Improved vacation provision
- Increased employer provision for drivers license medical examinations to \$125
- Increased employer coverage of GRTW to 100 per cent of costs
- Increased voucher for safety boots to \$200 per year from \$175 per year

Parties: Fairmont Hotel Vancouver
AND
National Automobile, Aerospace Transportation and General Workers Union
(Canadian Auto Workers), local 4275.

Contract expiry: July 31, 2011; 450 employees. The parties have agreed upon a 3-year agreement effective August 1, 2011 to July 31, 2014 that provides wage increases as follows:

August 1, 2011	2.5 per cent
August 1, 2012	2.5 per cent
August 1, 2013	2.5 per cent

TRADES AND SERVICES CONT'D

Hourly Wages	Previous	August 1, 2011	August 1, 2012	August 1, 2012
Guest Agent	\$21.46	\$22.00	\$22.55	\$23.11
Porter	\$15.20	\$15.58	\$15.97	\$16.37
Assistant	\$20.91	\$21.43	\$21.97	\$22.52
Housekeeper				
Maintenance 1	\$29.58	\$30.32	\$31.08	\$31.85

Note

- Company contributions toward retirement savings increase 3.7% by year 3.
 - Changes to dental, short-term disability and paramedical coverage.
 - Increases in certain shift premiums.
 - Improved housekeeping workload language.
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Parties: Vancouver and District Labour Council
AND
Canadian Office and Professional Employees' Union, local 378.

Contract expiry: December 31, 2010; 100 employees. The parties have agreed upon a 3-year agreement effective January 1, 2011 to December 31, 2013 that provides wage increases as follows:

January 1, 2011	2.8 per cent
January 1, 2012	1.5 per cent
January 1, 2013	1.6 per cent

Hourly Wages*	January 1, 2011	January 1, 2012	January 1, 2013
Office Assistant	\$27.92	\$28.34	\$28.80
Administrative Assistant 1	\$29.11	\$29.55	\$30.03
Administrative Assistant 2	\$30.30	\$30.76	\$31.26
Office Administrator	\$31.51	\$31.99	\$32.51

Note

- Minor changes to benefits
 - Addition of Job Sharing provision
 - Creation of a Joint Labour Management Committee
 - Minor changes to language - probationary period, scheduling notice, bereavement leave
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TRANSPORTATION, COMMUNICATIONS, & OTHER UTILITIES

Parties: Cascade Aerospace
AND
National Automobile, Aerospace Transportation and General Workers Union
(Canadian Auto Workers), local 114.

Contract expiry: March 31, 2011; 375 employees. The parties have agreed upon a 3-year agreement effective April 1, 2011 to March 31, 2014 that provides wage increases as follows:

April 1, 2011	1.7 per cent
April 1, 2012	1.8 per cent
April 1, 2013	1.8 per cent

Hourly Wages	Previous	April 1, 2011	April 1, 2012	April 1, 2013
Aircraft Cleaner 1	\$11.93	\$12.13	\$12.35	\$12.57
Machinist 2-2	\$28.33	\$28.81	\$29.33	\$29.86
AME Senior Crew Lead	\$37.82	\$38.46	\$39.16	\$39.86

Note

- COLA provision for every quarter of the agreement.
 - Changes to language - job security, severance and layoff, and transfer of operations.
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Parties: Global TV (Shaw Media)
AND
Communications, Energy and Paperworkers Union of Canada, local 814.

Contract expiry: February 28, 2007; 280 employees. The parties have agreed upon a 3-year agreement effective September 1, 2011 to August 31, 2014 that provides wage increases as follows:

September 1, 2011	3.5 per cent
September 1, 2012	2.5 per cent
September 1, 2013	2.0 per cent

Note

- \$2500 signing bonus for all full-time employees (pro-rated for part-time).
 - No changes to benefits.
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TRANSPORTATION, COMMUNICATIONS, & OTHER UTILITIES CONT'D

Parties: Greyhound Canada Transportation ULC
AND
Amalgamated Transit Union, local 1374.

Contract expiry: March 31, 2011; 337 employees. The parties have agreed upon a 3-year agreement effective April 1, 2011 to March 31, 2014 that provides wage increases as follows:

DOR (September 2, 2011)	2.00 per cent
April 1, 2012	2.25 per cent
April 1, 2013	2.50 per cent

Hourly Wages*	Previous	September 2, 2011	April 1, 2012	April 1, 2013
Level A-1 Licensed Trades Person (Vancouver - after 18 months)	\$31.42	\$32.05	\$32.77	\$33.59
Classification "C" Service Person (starting rate)	\$11.84	\$12.08	\$12.35	\$12.66

Note

- Removal of 180 day leave of absence provision
- Changes to vacation availability during summer and Christmas
- New prescription drug cards
- Fuel compensation for owner-operators
- Introduction of a safety boot/shoe rebate

Parties: TELUS
AND
Telecommunications Workers' Union.

Contract expiry: November 19, 2010; 4,600 employees. The parties have agreed upon a 55-month agreement effective June 9, 2011 to December 31, 2015 that provides wage increases as follows:

July 1, 2011	1.5 per cent
July 1, 2012	2.0 per cent
July 1, 2013	2.0 per cent
July 1, 2014	2.0 per cent
July 1, 2015	2.5 per cent

TRANSPORTATION, COMMUNICATIONS, & OTHER UTILITIES CONT'D

Hourly Wages	July 1, 2011	July 1, 2012	July 1, 2013	July 1, 2014	July 1, 2015
Call Answer Agent (Steps 1-10)	\$14.71 - \$18.71	\$15.00 - \$19.08	\$15.30 - \$19.46	\$15.61 - \$19.85	\$16.00 - \$20.35
Service Representative (Residential, Steps 1-9)	\$19.59 - \$26.67	\$19.98 - \$27.20	\$20.38 - \$27.74	\$20.79 - \$28.29	\$21.31 - \$29.00
Communications Technician (Steps 1-12)	\$20.16 - \$31.91	\$20.56 - \$32.55	\$20.97 - \$33.20	\$21.39 - \$33.86	\$21.92 - \$34.71

Note

- Lump sum payments for active employees from November 20, 2010 - June 9, 2011(\$400 full time; \$200 part time)
- Cost-of-Living Allowance provision - triggered at 3.0 per cent and capped at 4.0 per cent
- Changes to shift scheduling provisions (including split shifts)
- Implementation of a new At Home Agent and Work Styles programs (including shift premium for At Home Agents who volunteer for this shift)
- Changes to overtime and paid vacation provisions

Parties: WWL Vehicle Services Ltd.
AND
Teamsters Canada, local 213.

Contract expiry: March 31, 2010; 152 employees. The parties have agreed upon a 4-year agreement effective April 1, 2010 to March 31, 2014 that provides wage increases as follows:

April 1, 2010	2.0 per cent
April 1, 2011	0.0 per cent
April 1, 2012	2.0 per cent
April 1, 2013	3.25 per cent

Hourly Wages	Previous	April 1, 2010	April 1, 2012	April 1, 2013
Yard Worker	\$24.81	\$25.32	\$25.83	\$26.67
Working Foreman	\$30.45	\$31.07	\$31.69	\$32.72
Mechanic	\$30.70	\$31.33	\$31.96	\$33.00
Rail Leader	\$28.15	\$28.72	\$29.29	\$30.24

TRANSPORTATION, COMMUNICATIONS, & OTHER UTILITIES CONT'D

Note

- Pension increases - 1.0 percent in 2010 and 1.0 per cent in 2012
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PUBLIC SECTOR

HEALTH AND WELFARE

Parties: Community Social Services Employers Association
AND
Community Social Services Bargaining (BCGEU, CUPE, HUE, USW,
UFCW, BCNU, CLAC, HSABC, CSWU).

Contract expiry: April 1, 2010; 15,000 employees. The parties have agreed upon a 2-year agreement effective April 1, 2010 to March 31, 2012 that provides wage increases as follows:

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

*Based on **net-zero total compensation** for two years as per the provincial mandate.*

Wage data not available.

Note

- Improved job security and fair work practices (bumping, job selection language and bullying)
 - Granted \$600,000 for retraining to support workers impacted by cuts to services and jobs
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MUNICIPAL GOVERNMENT

Parties: City of Chilliwack
AND
Canadian Union of Public Employees, local 458.

Contract expiry: December 31, 2010; 440 employees. The parties have agreed upon a 3-year agreement effective January 1, 2011 to December 31, 2013 that provides wage increases as follows:

January 1, 2011	1.50 per cent
January 1, 2012	1.25 per cent
January 1, 2013	2.00 per cent

MUNICIPAL GOVERNMENT CONT'D

Hourly Wages	Previous	January 1, 2011	January 1, 2012	January 1, 2013
Switchboard Operator	\$22.74	\$23.03	\$23.37	\$23.84
Supervisor - Roads, Transportation, Drainage and Biking	\$41.84	\$42.37	\$43.01	\$43.87

Note

- Addition of retirement gratuity - after 30 years of service, employees with 120 days in their sick bank are entitled to two weeks severance pay (taken as cash, RRSP or paid time-off)
 - Vision care coverage increased to include laser eye surgery
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Parties: Delta Municipal Police Board
 AND
 Delta Municipal Police Association.

Contract expiry: March 31, 2010; 60 employees. The parties have agreed upon a 33-month agreement effective April 1, 2010 to December 31, 2012 that provides wage increases as follows:

April 1, 2010	1.50 per cent
October 1, 2010	1.45 per cent
April 1, 2011	1.50 per cent
October 1, 2011	1.45 per cent
April 1, 2012	1.25 per cent
December 31, 2012	1.30 per cent

Monthly Salary	April 1, 2010	October 1, 2010	April 1, 2011	October 1, 2011	April 1, 2012	December 31, 2012
1 st Class Constable	\$6,689	\$6,786	\$6,888	\$6,988	\$7,075	\$7,075

Note

- No significant changes to benefits
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