



BCGEU SUPPORT STAFF SETTLEMENTS

Date: March 24, 2005

In late February 2005, through a Ministry of Labour appointed Fact-finder and a mediator, six BCGEU Support Staff settlements were reached at BCIT, Douglas, Kwantlen, NLC, NWCC, and OUC. The term of the agreements is for July 1, 2002 to June 30, 2006. All six settlements have been ratified by the Institutions and the Unions, and the PSEA Board of Directors ratified the settlements on March 24, 2005.

While the six settlements are similar in their mix of elements and their overall quanta for compensation, the specifics of the settlements do vary. The elements of the compensation for these settlements are as follows:

1. Four year term of July 1, 2002 to June 30, 2006
2. Zero compensation increase for each of Years 1 and 2
3. Net-zero signing bonus that ranges, by settlement, from 2% to 2.75% of gross 2004 earnings. The bonus is offset by the Accord PD Fund unused accruals through March 31, 2005.
4. Net zero compensation increase for Year 3, consisting of 2% wage increase, SEB top-up of the EI benefit to 75% for maternity and parental leave, and reimbursement for a total of 75% every 2 years for eye exams (i.e. formerly an MSP benefit). These items are offset by the conversion of the Accord PD Fund (equal to 1% of compensation) plus a set of compensation offsets that vary from settlement to settlement and that are based on specific changes in the collective agreement.
5. Wage increase of 1.5% effective July 1, 2005, or total compensation increase negotiated in the BCGEU Master Agreement for the April 1/06 to March 31/07, whichever is greater.

The settlements also include some language changes, which are different for each settlement.

In summary, these settlements are cost-neutral with respect to the zero mandate for Years 1, 2, and 3, and in Year 4 they deliver a compensation increase as per what government has mandated for the final year of these settlements.