

January 22, 2004

FOR IMMEDIATE RELEASE

Contact: Greg Conner
Executive Director, Human Resources
Camosun College
Tel: (250) 370-3005

Keith Todd
President, CUPE 2081
Camosun College
Tel: (250) 370-3665

Camosun College and CUPE 2081 Ratify Collective Agreement

Camosun College is pleased to announce that it has concluded and ratified a new Collective Agreement with the Canadian Union of Public Employees Local 2081. The contract term runs from July 1, 2002 until June 30, 2005.

The new Agreement makes significant strides in revitalizing the collective agreement to the mutual benefit of CUPE members and the College.

"The College and the Union were able to reach agreement on a number of substantial issues such as staffing flexibility, simplification of numerous administrative processes, in a spirit of cooperation and mutual interest," noted Greg Conner, Executive Director of Human Resources and Chair of the College's bargaining committee.

As a result of innovative and progressive gain sharing and trade-offs, which gave rise to real and demonstrable savings over the life of the Agreement, the College and the Union were able to conclude an Agreement with a net compensation increase of 2.25% effective April 01, 2005. All regular full-time employees as at the date of ratification shall also receive a one-time \$500 payment on or before March 31, 2004 while part-time regular employees will receive a pro rata share of the one-time payment. In addition, a temporary stipend equivalent to 10% of base pay was approved for eight Systems Network Administrators to address recruitment and retention issues over the life of the contract.

The College and the Union were able to provide for increases to compensation while remaining within the government's fiscal bargaining mandate that there be no net increase to compensation costs over the life of the agreement.

Negotiations were conducted in a spirit of mutual respect, trust and openness, and have led to a more positive, consultative working relationship between the parties. Considerable effort was made by the parties to find creative ways to meet both the needs of employees and the College, within the scope of government's public sector bargaining mandate.

The full text of the new agreement will be available in hard copy and online in the very near future. The College wishes to thank the members of the two bargaining committees for their hard work and creative thinking.

The College looks forward to continuing to work together with CUPE Local 2081 in support of student success.