



JIBC / BCGEU Support Staff Settlement

Date: May 16, 2005

On May 16, 2005, the PSEA Board of Directors ratified the support staff settlement between JIBC and BCGEU for the term of July 1, 2002 to June 30, 2006. The summary of the settlement is as follows:

Summary of Monetary Items:

- 0% in Year 1
- 0% in Year 2
- Signing bonus of 3.18% of gross 2004 earnings. The bonus is offset by the Accord PD Fund unused accruals through March 31, 2005.
- *Net zero compensation increase for Year 3, consisting of:
 - 2% wage increase (effective April 1, 2005)
 - SEB increased from 10 to 37 weeks for parental leave (effective April 1, 2005)
 - Per visit maximum for massage and physiotherapy increased from \$10.00 to \$15.00
 - Massage and physiotherapy limits from \$250 combined to new annual limits at \$250.00 each
 - Per visit maximum for chiropractic and naturopath increased from \$10.00 to \$15.00,
 - Chiropractic and naturopath limits from \$200 combined to new annual limits of \$200.00 each
 - Increase in Occupational First Aid Allowance for Level 2 and 3 (effective April 1, 2005)
 - Level 3 - \$51 bi-weekly or \$110.50 per month
 - Level 2 - \$39 bi-weekly or \$84.50 per month
 - Increase in hourly rate in lieu of benefits from 53 cents per hour to a maximum of \$37.10 per pay period to 60 cents per hour to a maximum of \$42.00 per pay period (effective April 1, 2005)

* These items are offset based on specific changes in the collective agreement such as:

- Conversion of the Accord PD Fund (equal to 1% of compensation),
- Reduction in the number of employees on the Union bargaining committee from 5 to 3,
- Reduction in the number of Union representatives on the Labour Management Committee from 4 to 3,
- Reduction in the amount of time off to vote in a federal election from 4 hours to 3 hours,
- Reduction in overtime increments from 30 minutes to 15 minutes,
- Registration in pension plan restricted to employees who have completed probation, and
- Harassment process changed from external investigation/resolution process to one that encompasses internal investigation and an option for mediation.

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.