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SURREY WORKS OUT LOCAL ISSUES LOCALLY: Improved benefits, vacation and shift pay amongst highlights of Local 402 Surrey settlement

Improved benefits, vacation and shift pay are amongst the highlights of the collective agreement settlement reached between City of Surrey and CUPE Local 402.

The City of Surrey is not a member of the G.V.R.D. Labour Relations Bureau. Direct face to face negotiations between Surrey and CUPE 402 were key to the conclusion of a renewed collective agreement. Local issues in Surrey were worked out locally. Because Surrey is not a member of the Labour Relations Bureau, neither the employer nor CUPE 402 were distracted by regional problems.

The Surrey settlement builds on the settlement that was achieved in Richmond a few days earlier. Richmond is also not a member of the Labour Relations Bureau.

Here is a summary of the CUPE 402 settlement:

Term: 5 year term. January 1st, 2007 to December 31st, 2011.

Wages: January 1st, 2007 – 3%; January 1st, 2008 – 3%; January 1st, 2009 – 3.5%; January 1st, 2010 – 4%; January 1st, 2011 – 4%

Extended Health Benefits: Effective January 1st, 2007, vision care coverage will be \$350 every two years for eyeglasses or \$375 every two years for laser eye surgery (with no lifetime maximum). Eyeglass coverage will increase to \$400 as of January 1st, 2009. There is no deductible for vision care.

Group Life : On ratification, the age limit for Group Life and Accidental Life and Dismemberment coverage will be increased to age 69

Vacation: Those with 32 years of service or more will now receive 7 weeks annual vacation. As well, the pro-rated monthly value of 15 working days annual vacation will be provided to employees in their first year of service

Shift Differential: Shift differential will increase to \$1 per hour from the current 60 cents per hour.

Safety Boots: Regular Full-Time employees who work with concrete will now be eligible for the paving and asphalt boot allowance of \$100 per year. As well, all other Regular Full-Time employees required to wear safety boots will receive \$100 every two years.

Medical Leave for Appointments: Employees will now be able to use sick leave for medical appointments with specialists

Engineering Department: The Water and Garage sections are now formally referenced in the collective agreement as part of the Engineering Department for purposes of layoff. This will allow employees from those sections to bump anywhere within Engineering

Terms for temporaries: Temporary employees in the Engineering Patrol and Parks Labourer classifications may now have temporary terms of up to 9 months. After 6 months, their rate of pay will be increased as per the collective agreement

Exclusions and conversions: A number of existing exclusions were agreed to and some were converted to union positions