

NEWS RELEASE

FOR IMMEDIATE RELEASE
February 2, 2012

School District and CUPE Local 5523 Ratify Collective Agreement

The Board of Education School District No. 22 (Vernon) and Local 5523 of the Canadian Union of Public Employees (CUPE) have reached an agreement on a two year collective agreement.

This agreement, ratified by both parties, covers the period of July 1, 2010 to June 30, 2012. This agreement follows eleven days of bargaining considering 134 proposals from both parties. This collective bargaining process concluded with agreements on 55 of the proposals.

Further this agreement has been settled in accordance with the Public Sector Employer's (PSEC) mandate of

- A two year term
- No net increases in total compensation costs
- Compensation trade-offs

During bargaining, the district and union worked to resolve local issues, outstanding grievances scheduled for arbitration, achieve language improvements, language clarity and modernization of the collective agreement. Contract changes were made to:

- Streamline the grievance and arbitration process,
- Clarify the bumping, recall, and posting processes,
- Clarify the seniority rights of temporary employees,
- Address the allocation of certain leaves to better suit both employees and the employer and to reflect the unique ethno cultural needs of employees.

The bargaining teams also made commitments to keep working together after the agreement is signed to explore potential restructuring of extended health benefits for employees and to address local issues that can be resolved outside of the collective bargaining process.

The ratification of the memorandum of agreement locally is subject to approval from the British Columbia Public sector Employers Association.

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