

**COST OF
LIVING!**

**THE
CONCESSION
STAND IS
CLOSED!**



**PAY
EQUITY!**

SOLIDARITY

**WITH USW LOCAL 1-1937 STRATHCONA
GARDEN RECREATION WORKERS**



What We Are Fighting For

The employer was pressed to meet by the Union but refused to respond to the Union's proposal which set the stage for job action starting this week. The Union's proposal at the last meeting was to negotiate a cost of living allowance (COLA) plus \$1 for the first year for employees whose wages have fallen further behind with the rising cost of living. The cost of living was at 3.5% at the time of the proposal and is increasing as time goes on. The remaining years, in the 4-year proposal, were 2%, 2% & 2.25% and included a cost of living clause to address any increases that inflate merchandise and housing in those years if the markets should become inflated again. COLA is based on market inflation that these members and everyone else is currently incurring.

The employer is quoted as saying and I quote, "The...union bargaining committee is now demanding wage increases that range from a minimum of 6.77% to 13.28 % in the first year of a new contract,' - which is the height of hypocrisy since management personnel themselves (see attached Link) earned in some cases between 13.53% percent to as high as 48% increases from 2018- 2019. Combined equating from 19.12% to a colossal 50.67% percent from 2018 to 2020 and this is when the cost of living was not inflated as it is today". "To come out publicly and say that their employees now do not deserve a provision in their contract to protect against inflation when they, themselves, have earned a higher percentage with one increasing by thirty-nine thousand per year, is absolute hypocrisy at its finest."

That, combined with neighbouring facilities making in some cases \$3- \$7 an hour more, makes it a hard pill to swallow for our members. See below link to References. SRD Finance Reporting Link

<https://srd.ca/government/finance/financial-reporting/>

STRATHCONA REGIONAL DISTRICT FOR EMPLOYEES AT

STRATHCONA GARDENS RECREATIONAL COMPLEX

CONTRACT WAGE COMPARISON TABLE

Below is a quick reference of a contract wage comparison table.

Schedule of Wages Tables taken from; The District of North Cowichan, The City of Port Alberni & The Strathcona Regional District for employees at Strathcona Gardens Recreation Complex.

Citations and Links to reference material are also included below.

DISTRICT OF NORTH COWICHAN CONTRACT						STRATHCONA GARDENS RECREATION COMPLEX				
2017 - 2020 Collective Agreement						CUPE Local 358 and District of North Cowichan				
DESCRIPTION – SCHEDULE “A”	2017 JAN-01 (1%)	2017 JUL-01 (1%)	2018 JAN-01 (2%)	2019 JAN-01 (2%)	2020 JAN-01 (2%)		Notes	06-May-18 LOU	01-Jan-19 + 2%	01-Jan-20 + 2%
Maintenance Ice Maker with Refrigeration Operator’s Certificate (BC Safety Authority)	30.02	30.32	30.93	31.55	32.18					
Equipment Operator 2 Sweeper Operator Brushcutter/Roadside Mower Operator	29.80	30.10	30.70	31.31	31.94					
Truck Driver/Loader Operator (Class 1 - Air)	30.13	30.43	31.04	31.66	32.29					
Pipelayer	30.13	30.43	31.04	31.66	32.29					
Signman	29.71	30.01	30.61	31.22	31.84					
Handyman	29.71	30.01	30.61	31.22	31.84					
Truck Driver (Class 3 - Air)	29.49	29.78	30.38	30.99	31.61					
Shopman	29.49	29.78	30.38	30.99	31.61					
Maintenance/Icemaker	29.49	29.78	30.38	30.99	31.61					
Parks Employee	29.57	29.87	30.47	31.08	31.70					
Parks Employee 2	30.13	30.43	31.04	31.66	32.29					
Truck Driver (Class 5 - Air)	29.31	29.60	30.19	30.79	31.41					
Radio Operator/Guard	29.38	29.67	30.26	30.87	31.49					
Utility Worker – Base Rate	29.49	29.78	30.38	30.99	31.61					
Labourer	27.71	27.99	28.55	29.12	29.70					
Night Watchman	28.99	29.28	29.87	30.47	31.08					
Maintenance Worker - Fuller Lake Arena	26.19	26.45	26.98	27.52	28.07					
Cashier (Arena)	24.71	24.96	25.46	25.97	26.49					
Skate Shop Attendant	24.13	24.37	24.86	25.36	25.87					
Senior Attendant/Ice Patrol	21.52	21.74	22.17	22.61	23.06					
Skate Shop Helper/Maintenance and Patrol	21.02	21.23	21.65	22.08	22.52					
RCMP Detachment Clerk 1	27.71	27.99	28.55	29.12	29.70					
RCMP Detachment Clerk 2	29.58	29.88	30.48	31.09	31.71					
RCMP Information Clerk	29.58	29.88	30.48	31.09	31.71					
IT/LAN Administrator	33.97	34.31	35.00	35.70	36.41					
Student	20.53	20.74	21.15	21.57	22.00					
SCHEDULE 'A' WAGES (Updated with Letter of Understanding)										
ADMINISTRATION										
Customer Service Rep. I						1	\$21.40	\$21.83	\$22.27	
Customer Service Rep. II						1	\$22.67	\$23.12	\$23.58	
Administrative Support Assistant							\$24.25	\$24.74	\$25.23	
Program Support Technician							\$25.52	\$26.03	\$26.55	
Administration Supervisor (new rates)							\$26.88	\$27.42	\$27.97	
AQUATICS										
Lifeguard/Instructor I						3	\$21.68	\$22.11	\$22.55	
Lifeguard/Instructor II						3	\$22.82	\$23.28	\$23.75	
Lifeguard/Instructor III						3	\$23.94	\$24.42	\$24.91	
Program Assistant – Aquatics							\$25.03	\$25.53	\$26.04	
Aquatic Shift Supervisor (as required)							\$25.03	\$25.53	\$26.04	
Aquatic Coordinator							\$26.88	\$27.42	\$27.97	
ARENA AND OTHER PROGRAMS										
Skate Patrol I						1	\$15.26	\$15.57	\$15.88	
Skate Patrol II						1	\$17.84	\$18.20	\$18.56	
Concession Worker							\$17.84	\$18.20	\$18.56	
Program Assistant – Arenas and Other Programs							\$22.30	\$22.75	\$23.21	
Concession Support Assistant							\$19.98	\$20.38	\$20.79	
Concession Supervisor							\$22.31	\$22.76	\$23.22	
Program Coordinator – Arenas and Other Programs							\$26.88	\$27.42	\$27.97	
FITNESS										
Instructor/Personal Trainer I						4	\$21.68	\$22.11	\$22.55	
Instructor/Personal Trainer II						4	\$22.82	\$23.28	\$23.75	
Instructor/Personal Trainer III						4	\$23.94	\$24.42	\$24.91	
Program Assistant - Fitness							\$25.03	\$25.53	\$26.04	
Rehabilitation Specialist I							\$26.83	\$27.37	\$27.92	
Rehabilitation Specialist II							\$27.63	\$28.18	\$28.74	
Rehabilitation and Fitness Coordinator							\$29.21	\$29.79	\$30.39	
OPERATIONS										
Building Service Worker							\$22.67	\$23.12	\$23.58	
Facility Maintenance Worker I						1&2	\$26.68	\$27.21	\$27.75	
Facility Maintenance Worker II						1&2	\$27.23	\$27.77	\$28.33	
Operations Lead Hand							\$29.08	\$29.66	\$30.25	
Facility Operations Supervisor							\$30.41	\$31.02	\$31.64	

REFERENCES:

[Collective Agreement \(northcowichan.ca\)](https://www.northcowichan.ca)

Port Alberni Collective Agreement:

https://www.portalberni.ca/sites/default/files/doc_library/CUPE%20Agreement%202019-2023%20-%20FINAL%20SIGNED.pdf

USW & Strathcona Regional District

January 1, 2016 – December 31, 2020 Collective Agreement – Available upon request

DISTRICT OF NORTH COWICHAN CONTRACT CONT'D

Maintenance Ice Maker with Refrigeration Operator's Certificate
(BC Safety Authority) **\$32.18**

**\$3.85
Difference
per hr.**

STRATHCONA GARDENS RECREATION COMPLEX

Operations
 Building Service Worker **\$23.58**
 Facility Maintenance worker I **\$28.33**
 Facility Maintenance worker II **\$28.33**
 Operations Lead Hand **\$30.25**
 Facility Operations Supervisor **\$31.64**

Maintenance/iceman **\$31.61**

**\$3.38
Difference**

Add the 50¢ premium which once added still does not make as much as an un-ticketed iceman in other operations. The Facility Ops Supervisor makes 3¢ more than others that are at an entry-level & un-ticketed.

DISTRICT OF NORTH COWICHAN CONTRACT

	24.71	24.96	25.46	25.97	26.49
Skate Shop Attendant	24.13	24.37	24.86	25.36	25.87
Senior Attendant/Ice Patrol	21.52	21.74	22.17	22.61	23.06
Skate Shop Helper/Maintenance and Patrol	21.02	21.23	21.65	22.08	22.52

**\$7.31
Difference
per hr.**

STRATHCONA GARDENS RECREATION COMPLEX

ARENA AND OTHER PROGRAMS				
Skate Patrol I	1	\$15.26	\$15.57	\$15.88
Skate Patrol II	1	\$17.84	\$18.20	\$18.56

DISTRICT OF NORTH COWICHAN CONTRACT

Custodian	26.19	26.45	26.98	27.52	28.07
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\$4.57 Difference

STRATHCONA GARDENS RECREATION COMPLEX

OPERATIONS				
Building Service Worker		\$22.67	\$23.12	\$23.58

CITY OF PORT ALBERNI

CUPE Local 118 – City of Port Alberni January 1, 2019 – December 31, 2023

SCHEDULE 'A' - REGULAR FULL TIME POSITION RATES (continued)									
BAND	JOB TITLE	Job Code	Group	2019 2.50%	2020 2.00%	2021 2.00%	2022 2.00%	2023 2.25%	
21	Accounting Clerk (Taxes)	CLTX	I	31.89	32.53	33.18	33.84	34.60	
	Court Liaison Officer (RCMP)	XCST	IV	31.89	32.53	33.18	33.84	34.60	
	Engineering Technician	ENTCN	II	31.89	32.53	33.18	33.84	34.60	
	Equipment Operator 2 (Parks Yard)	EO2	II	31.89	32.53	33.18	33.84	34.60	
	Disclosure & Records Clerk (RCMP)	CLRCD	IV	31.89	32.53	33.18	33.84	34.60	
	Traffic Service	TRFC	II	31.89	32.53	33.18	33.84	34.60	
	Operations Clerk - Works Yard	OPSC	II	31.89	32.53	33.18	33.84	34.60	
22	Payroll Clerk	CLPAY	I	32.43	33.08	33.74	34.41	35.18	
	Storeskeeper	STORE	II	32.43	33.08	33.74	34.41	35.18	
	Streets Service 2	STS2	II	32.43	33.08	33.74	34.41	35.18	
	Tractor Operator (Flat)	OPNOW	II	32.43	33.08	33.74	34.41	35.18	
	Watch Clerk (RCMP)	WATCH	-	32.43	33.08	33.74	34.41	35.18	
23	Backhoe Operator	OPBHO	II	32.99	33.65	34.32	35.01	35.80	
	Formsetter / Cement Finisher	FRMS	II	32.99	33.65	34.32	35.01	35.80	
	Grader Operator	OPGR	II	32.99	33.65	34.32	35.01	35.80	
	PC Support / LAN Technician (IT)	PCLPT	I	32.99	33.65	34.32	35.01	35.80	
24	Aquatic Programmer	AQUPRO	IV	33.57	34.24	34.92	35.62	36.42	
	Excavator Operator	OPEX	II	33.57	34.24	34.92	35.62	36.42	
	GIS Technician	GISTECH	II	33.57	34.24	34.92	35.62	36.42	
	Maintenance Coordinator – Ice Operations	MTCAZ	II	33.57	34.24	34.92	35.62	36.42	
	Occupational Health & Safety / RTW Coord	OHSEP	I	33.57	34.24	34.92	35.62	36.42	
	Program Leader - Pool	PRGP	IV	33.57	34.24	34.92	35.62	36.42	
	PC Technician / LAN Administrator	PCLAN	I	33.57	34.24	34.92	35.62	36.42	
	Purchasing Clerk	CLPUR	I	33.57	34.24	34.92	35.62	36.42	
25	Education Curator	CURED	IV	34.10	34.78	35.48	36.19	37.00	
	Programmer (Recreation)	PRGR	IV	34.10	34.78	35.48	36.19	37.00	
	Programmer (Series)	PRGS	IV	34.10	34.78	35.48	36.19	37.00	
26	Bylaw Enforcement Officer	BEO	I	34.63	35.32	36.03	36.75	37.58	
	Collections Curator	CURTR	IV	34.63	35.32	36.03	36.75	37.58	
	Maintenance Coordinator - Aquatics	MTCES	II	34.63	35.32	36.03	36.75	37.58	
	Planning Technician	PTECH	I	34.63	35.32	36.03	36.75	37.58	
	Records Mngt Coord Chargehand (RCMP)	CHGRM	I	34.63	35.32	36.03	36.75	37.58	
27	Carpenter	CRP	II	35.19	35.89	36.61	37.34	38.18	
	Engineering Technologist	ENTECH	II	35.19	35.89	36.61	37.34	38.18	
	Gardener	GRDR	II	35.19	35.89	36.61	37.34	38.18	
	Mechanic (Parks)	MECHP	II	35.19	35.89	36.61	37.34	38.18	
	Mechanic (Works Yard)	MECHW	II	35.19	35.89	36.61	37.34	38.18	
	Waste Water System Operator	OPWWS	II	35.19	35.89	36.61	37.34	38.18	

**\$6.95
Difference
Per hr.**

**\$4.67
Difference
Per hr**

STRATHCONA REGIONAL DISTRICT FOR MEMBERS OF STRATHCONA GARDENS RECREATION COMPLEX

SCHEDULE 'A' WAGES (Updated with Letter of Understanding)

	Notes	06-May-18 LOU	01-Jan-19 + 2%	01-Jan-20 + 2%
ADMINISTRATION				
Customer Service Rep. I	1	\$21.40	\$21.83	\$22.27
Customer Service Rep. II	1	\$22.67	\$23.12	\$23.58
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Aquatic Shift Supervisor (as required)		\$25.03	\$25.53	\$26.04
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ARENA AND OTHER PROGRAMS				
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Concession Supervisor		\$22.31	\$22.76	\$23.22
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FITNESS				
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OPERATIONS				
Building Service Worker		\$22.67	\$23.12	\$23.58
Facility Maintenance Worker I	1&2	\$26.68	\$27.21	\$27.75
Facility Maintenance Worker II	1&2	\$27.23	\$27.77	\$28.33
Operations Lead Hand		\$29.08	\$29.66	\$30.25
Facility Operations Supervisor		\$30.41	\$31.02	\$31.64

**THANK YOU FOR NOT CROSSING
OUR PICKET LINE!**

HOW YOU CAN HELP

**CONTACT THE STRATHCONA
REGIONAL DISTRICT & TELL THEM TO
COME BACK TO THE TABLE TO
BARGAIN A FAIR AND EQUITABLE
CONTRACT!**

IN SOLIDARITY



**USW 1-1937 STRATHCONA
GARDEN RECREATION COMPLEX
WORKERS**