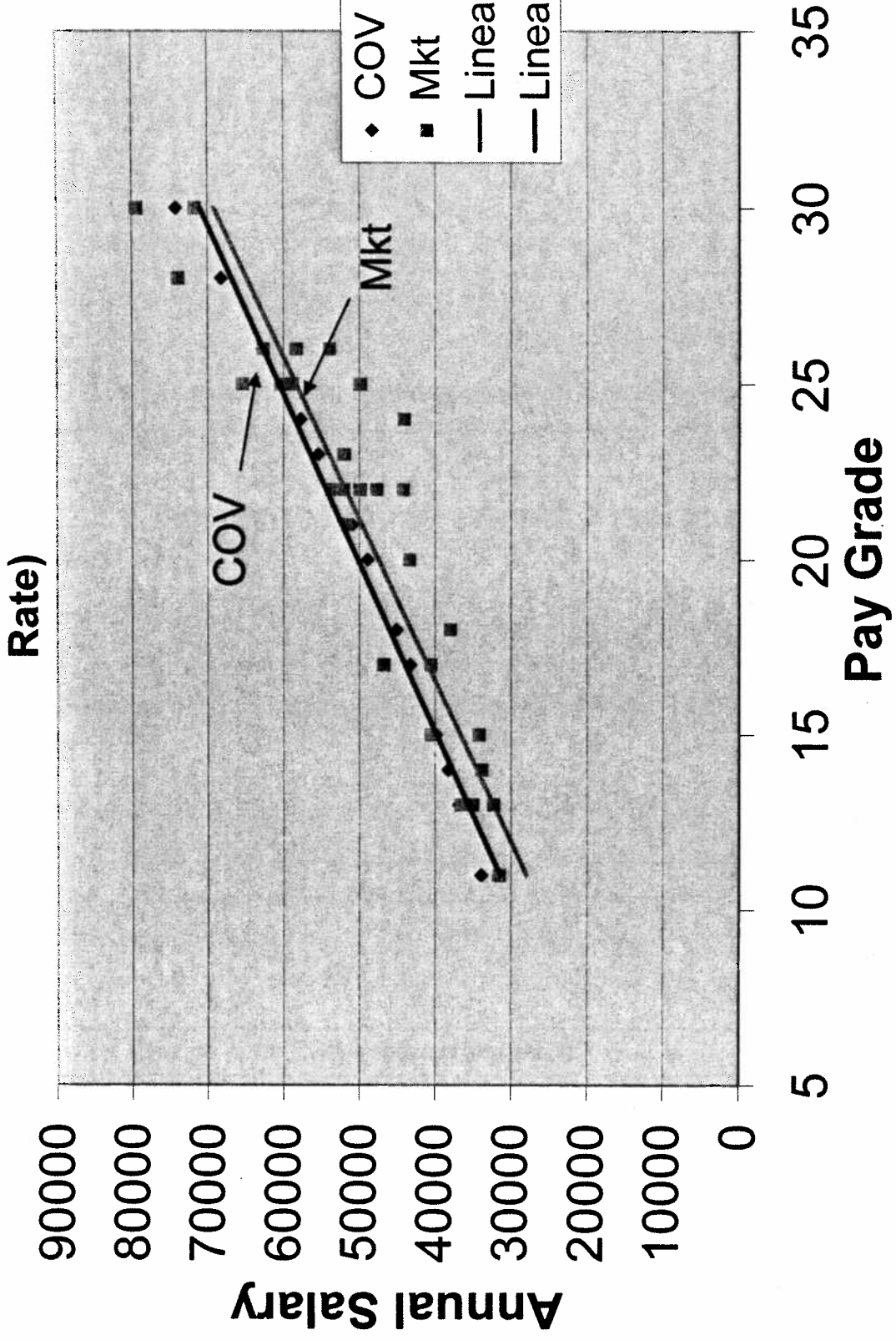


CUPE 15 2006 CUPE 15 (Job Rate) vs. 2006 All Market (Average Job Rate)



#2 - COV Wage Rates Compared to Increases in the Vancouver Consumer Price Index (CPI)

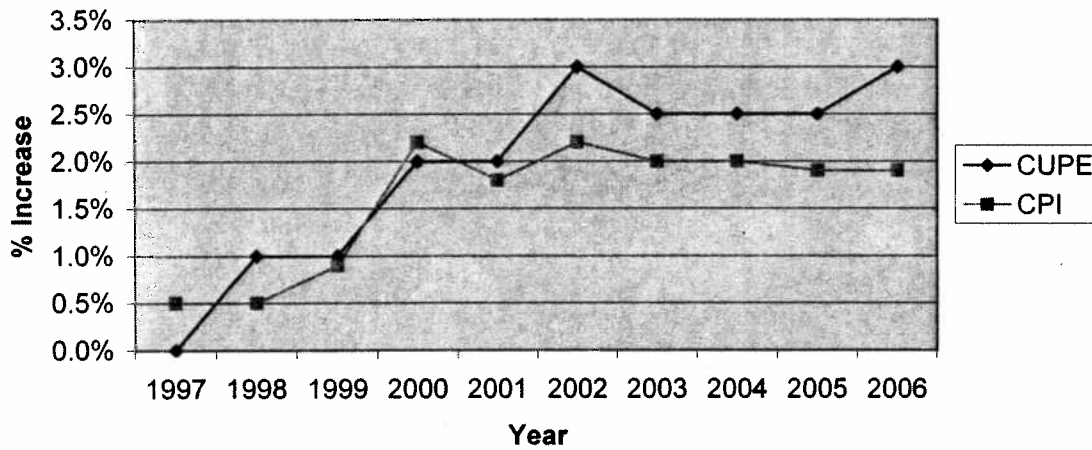
2007 July 09

CUPE SETTLEMENTS VS VANCOUVER CPI 1997-2006

YEAR	CUPE INCREASES	VANCOUVER CPI	DIFFERENCE	ACCUMULATIVE DIFFERENCE
1997	0.0%	0.5%	-0.5%	-0.5%
1998	1.0%	0.5%	0.5%	0.0%
1999	1.0%	0.9%	0.1%	0.1%
2000	2.0%	2.2%	-0.2%	-0.1%
2001	2.0%	1.8%	0.2%	0.1%
2002	3.0%	2.2%	0.8%	0.9%
2003	2.5%	2.0%	0.5%	1.4%
2004	2.5%	2.0%	0.5%	1.9%
2005	2.5%	1.9%	0.6%	2.5%
2006	3.0%	1.9%	1.1%	3.6%

With compounding the accumulative difference for last 10 years is 4.2%.

CUPE SETTLEMENTS VS VANCOUVER CPI



CPI Predictions for BC

Year	Major Banks & CUCBC	BC Finance Ministry
2007	1.90%	2.10%
2008	2.10%	2.10%
2009	2.10%	2.10%

CITY OF VANCOUVER
EMPLOYEE BENEFITS AND WORKING CONDITIONS
CUPE LOCAL 15

A. PAID LEAVES OF ABSENCE

- VACATION 20.4 days average vacation entitlement
- SUPPLEMENTARY VACATION 5 days/5years after 10th year
- EARNED DAYS OFF 18 added days off for 37.5 hr/week
- STATUTORY HOLIDAYS 11 statutory holidays
- SICK LEAVE 20 days/yr paid @ 100% of salary
- GRATUITY LEAVE 3 days/yr for good sick leave
- FAMILY LEAVE 2 days/yr from sick leave bank
- COMPASSIONATE LEAVE 3 days or 5 days/yr if outside lower mainland
- FUNERAL LEAVE ½ day per approved attendance

B. HEALTH AND WELFARE BENEFITS

- MEDICAL PLAN City pays 75% of medical premiums
- EXTENDED HEALTH CARE City pays 75% of extended health premiums
 - Eye exams - \$75/person/24 months
 - Vision care - \$250/person/24 months
 - Hearing Aids - \$700/60 months
 - Ortho Shoes - \$400/adult/year
 - Orthotics - \$300/adult/5years
 - Diabetic Supplies - \$600/year
 - Psychologist Services - \$600/year
 - Chiro & Naturopath - \$500/year
 - Physiotherapy - \$600/year
 - Podiatrist - \$350/year
 - Acupuncture - \$200/year
 - Speech Pathologist - \$100/yearLifetime maximum of \$1,000,000 per person
\$100 deductible
- GROUP LIFE INSURANCE 1½ x annual salary; employees pay for extra
- DENTAL PLAN City pays 75% of premiums
 - Plan A - 80% of approved fee schedule
 - Plan B - 50% of approved fee schedule
 - Plan C - 50% of approved fee schedule
- \$3000 lifetime maximum
- COURT AND JURY DUTY 100% regular pay for duration of attendance
- MATERNITY AND PARENTAL LEAVE 17 weeks of maternity and 35 weeks parental
 - S.E.I. Benefits - top-up to 95% salary
- MUNICIPAL PENSION PLAN City contributes approx. 7% annual salary
- EMPLOYEE SAVINGS PLAN City contributes 1½% annual salary
- GROUP RRSP City facilitates through payroll deduction
- WORKERS' COMPENSATION City tops up WCB to 100% of net salary

**CITY OF VANCOUVER
EMPLOYEE BENEFITS AND WORKING CONDITIONS
CUPE LOCAL 15**

C. WORK WEEK - Total Regular Full Time Employees=1,618

- | | |
|---------------------------|-------|
| • 5 DAY WEEK | 4 |
| • 9 DAY FORTNIGHT | 104 |
| • EARNED DAYS OFF | 1,296 |
| • 4 DAY WEEK | 82 |
| • PARKS FLEXIBLE SCHEDULE | 130 |

D. PAID EXTRA TIME

- | | |
|---------------|--|
| • OVERTIME | 1½ x first 2 hrs then 2x for hrs worked |
| • STANDBY | 1 hr pay for 8 hrs standby |
| • CALL OUT | minimum of 6 hrs pay (3 hr min @ 2x) |
| • MEAL BREAKS | ½ hr paid meal break after 2 hr overtime |

E. OTHER BENEFICIAL WORKING CONDITIONS

- COMPREHENSIVE INTERNAL TRAINING PROGRAM
- SUBSIDIZED EXTERNAL TRAINING
- DAY CARE CENTER (SUBSIDIZED RENT & PRIORITY PLACEMENT)
- EQUAL OPPORTUNITY & EMPLOYEE EQUITY PROGRAM
- EMPLOYEE JOB SHARING AGREEMENT
- EMPLOYEE TELECOMMUTING AGREEMENT
- JOINT UNION/MANAGEMENT EMPLOYEE ASSISTANCE PROGRAM
- RETURN TO WORK & DISABILITY MANAGEMENT PROGRAM
- EXTENSIVE ERGONOMIC FURNISHING PROGRAM
- EMPLOYEE CAR POOLING PROGRAM
- PUBLIC TRANSIT SUBSIDY PROGRAM
- EMPLOYEE WELLNESS PROGRAM
- FITNESS CENTER (REDUCED CORPORATE RATES)
- HEARING TESTING PROGRAM
- FREE FLU SHOTS
- EMPLOYEE CAFETERIA
- EMPLOYEE SHOWERS
- EMPLOYEE BIKE RACKS
- ON SITE FIRST AID FACILITIES
- SAFE WALK PROGRAM
- SOCIAL EVENTS
 - ANNUAL ENGINEERING FAMILY DAY/TRUCK RODEO
 - HEALTH AND SAFETY FAIRS
 - DIVERSITY DAY CELEBRATION
 - ANNUAL CHILI COOK OFF
 - ANNUAL NUTRITION LUNCHES
 - GOLF TOURNAMENTS
- CAREER PLANNING ASSISTANCE
- EMPLOYEE MENTORING PROGRAM
- PAID PROFESSIONAL MEMBERSHIPS (IF REQUIRED FOR JOB)

#4 - CUPE Settlements throughout the Province plus Wage Settlement Forecasts for 2007, 2008 and 2009

British Columbia CUPE Settlements

	2007	2008	2009	2010
VANCOUVER OFFER	3.00%	3.00%	3.5% plus 0.25%	
BC PUBLIC / PRIVATE WEIGHTED AVERAGE	2.30%	2.39%	2.50%	2.15%
MUNICIPAL				
CITY OF ABBOTSFORD	3.00%	3.00%	3.50%	
CITY OF CHILLIWACK	3.00%			
CITY OF DAWSON CREEK	2.80%	2.70%	2.70%	
CITY OF KAMLOOPS	2.75%	2.75%	2.75%	1.00%
CITY OF NELSON	2.00%			
CITY OF PORT ALBERNI	2.50%	2.00%	1.50%	
CITY OF QUESNEL	3.00%	2.50%	4.00%	
CITY OF TERRACE	2.50%	2.00%	2.00%	
COWICHAN VALLEY REGIONAL DISTRICT	3.00%			
DISTRICT OF ELKFORD	2.50%			
DISTRICT OF MISSION	3.00%	3.00%	3.00%	
TOWNSHIP OF SPALLUMCHEEN	2.75%	2.75%	3.00%	3.00%
CITY OF PORT MOODY	3.00%	3.00%	3.5% plus 0.25%	
PORT MOODY POLICE BOARD	3.00%	3.00%	3.5% plus 0.25%	
OTHER				
B.C. ASSESSMENT AUTHORITY	2.25%	2.25%	2.25%	
B.C. RAPID TRANSIT CO. LTD. (SKY TRAIN)	3.00%	3.00%	3.00%	
E-COMM	2.50%	3.00%		
EMERGENCY HEALTH SERVICES COMMISSION	0.00%		reopener	
FRASER VALLEY REGIONAL LIBRARY	2.50%	2.50%		
OKANAGAN REGIONAL LIBRARY	2.50%			
SOUTHERN RAILWAY OF B.C. LTD.	3.53%	3.02%	4.04%	

EDUCATION	2007	2008	2009
LANGARA COLLEGE	2.10%	2.10%	2.10%
UNIVERSITY OF VICTORIA	2.00%	2.00%	2.00%
UNIVERSITY OF VICTORIA	2.00%	2.00%	2.00%
UNIVERSITY OF VICTORIA	3.00%	3.00%	3.00%
VANCOUVER COMMUNITY COLLEGE	2.10%	2.10%	2.10%
UNIVERSITY OF B.C.	2.14%	2.15%	2.15%
UNIVERSITY OF B.C.	2.20%	2.25%	2.20%
UNIVERSITY OF B.C.	2.00%	2.00%	2.00%
SCHOOL DISTRICT #06 (ROCKY MOUNTAIN)	2.00%	2.00%	2.00%
SCHOOL DISTRICT #20 (KOOTENAY COLUMBIA)	2.00%	2.00%	2.00%
SCHOOL DISTRICT #33 (CHILLIWACK)	2.00%	2.00%	2.00%
SCHOOL DISTRICT #36 (SURREY)	2.00%	2.00%	2.00%
SCHOOL DISTRICT #43 (COQUITLAM)	2.00%	2.00%	2.00%
SCHOOL DISTRICT #57 (PRINCE GEORGE)	2.00%	2.00%	2.00%
SCHOOL DISTRICT #61 (GREATER VICTORIA)	2.00%	2.00%	2.00%
SCHOOL DISTRICT #67 (OKANAGAN SKAHA)	2.00%	2.00%	2.00%
SCHOOL DISTRICT #72 (CAMPBELL RIVER)	2.00%	2.00%	2.00%
UNIVERSITY OF NORTHERN B.C.	2.50%	2.50%	2.50%
SCHOOL DISTRICT #05 (SOUTH EAST KOOTENAY)	2.00%	2.00%	2.00%
SCHOOL DISTRICT #08 (KOOTENAY LAKE)	2.00%	2.00%	2.00%
SCHOOL DISTRICT #10 (ARROW LAKES)	2.00%	2.00%	2.00%
SCHOOL DISTRICT #19 (REVELSTOKE)	2.00%	2.00%	2.00%
SCHOOL DISTRICT #22 (VERNON)	2.00%	2.00%	2.00%
SCHOOL DISTRICT #23 (CENTRAL OKANAGAN)	2.00%	2.00%	2.00%
SCHOOL DISTRICT #35 (LANGLEY)	2.00%	2.00%	2.00%
SCHOOL DISTRICT #35 (LANGLEY)	2.00%	2.00%	2.00%
SCHOOL DISTRICT #37 (DELTA)	2.00%	2.00%	2.00%
SCHOOL DISTRICT #38 (RICHMOND)	2.00%	2.00%	2.00%
SCHOOL DISTRICT #39 (VANCOUVER)	2.00%	2.00%	2.00%
SCHOOL DISTRICT #39 (VANCOUVER)	2.00%	2.00%	2.00%
SCHOOL DISTRICT #40 (NEW WESTMINSTER)	2.00%	2.00%	2.00%
SCHOOL DISTRICT #41 (BURNABY)	2.00%	2.00%	2.00%
SCHOOL DISTRICT #42 (MAPLE RIDGE/PITTMeadOWS)	2.00%	2.00%	2.00%
SCHOOL DISTRICT #44 (NORTH VANCOUVER)	2.00%	2.00%	2.00%
SCHOOL DISTRICT #46 (SUNSHINE COAST)	2.00%	2.00%	2.00%

SCHOOL DISTRICT #47 (POWELL RIVER)	2.00%	2.00%	2.00%
SCHOOL DISTRICT #48 (HOWE SOUND)	2.00%	2.00%	2.00%
SCHOOL DISTRICT #49 (CENTRAL COAST)	2.00%	2.00%	2.00%
SCHOOL DISTRICT #50 (QUEEN CHARLOTTE)	2.00%	2.00%	2.00%
SCHOOL DISTRICT #51 (BOUNDARY)	2.00%	2.00%	2.00%
SCHOOL DISTRICT #53 (OKANAGAN - SIMILKAMEEN)	2.00%	2.00%	2.00%
SCHOOL DISTRICT #54 (BULKLEY VALLEY)	2.00%	2.00%	2.00%
SCHOOL DISTRICT #58 (NICOLA - SIMIKAMEEN)	2.00%	2.00%	2.00%
SCHOOL DISTRICT #61 (GREATER VICTORIA)	2.00%	2.00%	2.00%
SCHOOL DISTRICT #62 (SOOKE)	2.00%	2.00%	2.00%
SCHOOL DISTRICT #63 (SAANICH)	2.00%	2.00%	2.00%
SCHOOL DISTRICT #64 (GULF ISLANDS)	2.00%	2.00%	2.00%
SCHOOL DISTRICT #68 (NANAIMO)	2.00%	2.00%	2.00%
SCHOOL DISTRICT #69 (QUALICUM)	2.00%	2.00%	2.00%
SCHOOL DISTRICT #70 (ALBERNI)	2.00%	2.00%	2.00%
SCHOOL DISTRICT #71 (COURTENAY)	2.00%	2.00%	2.00%
SCHOOL DISTRICT #73 (KAMLOOPS / THOMPSON)	2.00%	2.00%	2.00%
SCHOOL DISTRICT #74 (GOLD TRAIL)	2.00%	2.00%	2.00%
SCHOOL DISTRICT #75 (MISSION)	2.00%	2.00%	2.00%
SCHOOL DISTRICT #79 (COWICHAN VALLEY)	2.00%	2.00%	2.00%
SCHOOL DISTRICT #82 (COAST MOUNTAIN)	2.00%	2.00%	2.00%
SCHOOL DISTRICT #83 (NORTH OKANAGAN - SHUSWAP)	2.00%	2.00%	2.00%
SCHOOL DISTRICT #84 (VANCOUVER ISLAND WEST)	2.00%	2.00%	2.00%
SCHOOL DISTRICT #85 (VANCOUVER ISLAND NORTH)	2.00%	2.00%	2.00%
SCHOOL DISTRICT #87 (STIKINE)	2.00%	2.00%	2.00%
SCHOOL DISTRICT #91 (NECHAKO LAKES)	2.00%	2.00%	2.00%
SCHOOL DISTRICT #92 (NISGAA)	2.00%	2.00%	2.00%

