



Public Service Alliance of Canada
Alliance de la Fonction publique du Canada

CIRCULAR LETTER

File: 2122-25.02
September 4, 2013

**TO: All PSAC Members of the Bargaining Unit
Vancouver International Airport Authority**

RE: Tentative Settlement for a Renewal Collective Agreement

On Thursday August 29, 2013, a Tentative Agreement was reached between the Public Service Alliance of Canada and the Vancouver International Airport Authority. This Tentative Agreement is subject to the ratification by both parties. The agreement will become effective upon the date of ratification unless otherwise agreed to. The following highlights some of the terms of the Tentative Agreement subject to your ratification:

- **Duration – January 1, 2013 to December 31, 2016**
- **Increase to all Rates of Pay as follows**
 - 1st Year – Effective January 1, 2013 – 2%; In addition, all employees will receive a signing bonus of \$500.00.**
 - 2nd Year – Effective January 1, 2014 – 2%; In addition, a Shared Performance Pay “pilot” program will be in effect from 2014 to 2016. Employees will be eligible for a bonus of between \$500.00 and \$1,250.00 every year. For 2014, the target bonus of \$500.00 is guaranteed.**
 - 3rd Year – Effective January 1, 2015 – 2.25%; In addition, a shared performance pay bonus of between \$500.00 and \$1,250 if target is achieved.**
 - 4th Year – Effective January 1, 2016 – 2.25%; In addition, a shared performance pay bonus of between \$500.00 and \$1,250 if target is achieved.**
- **Extended Health plan increase to \$350.00 (\$325.00) per person as well as the implementation of a drug card program**
- **Improvements to Family Related Responsibility Leave**
- **One additional designated paid holiday (BC Family Day)**
- **Improvements to language regarding Casual Part-time Employees**
- **Changes to the Apprenticeship program for all new employees**
- **Letter of Understanding regarding “work from home”**



The negotiating team was comprised of the following members:

Patrick Fisher - member
Shari Sinclair - member
Barry Tchir - member
Dave Costa - member
Dave Clark - member
Colette Savarie - observer
Dave Jackson - chair

The negotiating team unanimously recommends acceptance of the Tentative Agreement.

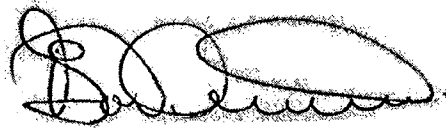
All PSAC members in the bargaining unit are entitled to vote.

A majority vote in favour of the settlement authorizes the Regional Executive Vice-President of the PSAC BC to sign a Collective Agreement on behalf of the membership.

Full details of all amendments or additions will be provided and reviewed at the ratification meetings to be held:

To be confirmed.

In Solidarity,



Bob Jackson
Regional Executive Vice-President

att.

c.c.:

Team members	S. Jones
Luc Guevremont	K. Devine
D. Jackson	