

December 12, 2024

CITY RATIFIES THREE-YEAR COLLECTIVE AGREEMENT WITH CUPE LOCAL 401

The City of Campbell River (the City) and CUPE Local 401 have ratified a new three-year collective agreement.

The agreement provides negotiated enhancements to wages and benefits that support the attraction and retention of the skilled workforce needed to deliver more than 100 services currently provided to Campbell River residents. The deal provides wage increases of 4.0 per cent in 2024 and 2025, 3.25 per cent in 2026, and also includes an additional 2 per cent Cost of Living Adjustment (COLA) applied to 2024 wages. Improvements have also been made to dental, mental health and chiropractic benefits.

The agreement will help the City to improve services and manage costs effectively through increased flexibility in scheduling and expanded hours of work for certain positions. The new agreement also clarifies the contract language to ensure the terms are applied consistently and fairly.

“The terms of the agreement are comparable to other municipal local government contract settlements on Vancouver Island and throughout British Columbia,” says City Manager, Elle Brovold. *“The City appreciates the efforts of all parties in coming to the table to find mutually beneficial solutions, fulfilling our commitment to be an employer of choice while optimizing service delivery for the community.”*

The new collective agreement replaces the previous contract that expired in December 2023. It will be backdated to January 1, 2024, and will run through to December 31, 2026. The agreement applies to approximately 234 City of Campbell River employees who are represented by CUPE Local 401.

“We’re pleased to have concluded negotiations and have a new contract that recognizes the value of the services our members provide to residents and businesses,” said CUPE 401 President, Blaine Gurrie. *“We look forward to continuing to work with the City to deliver the vital public services our community counts on.”*

For the latest information on working at the City, visit www.campbellriver.ca/employment.

###

Contact:

Elle Brovold, City Manager | 250-286-5709 | elle.brovold@campbellriver.ca

Blaine Gurrie, President CUPE 401 | 250-729-7557 | cupe401@cupe-401.com