

# Settlement Agreement

Between

**CUPE Local 2081**

and

**Camosun College Student Society**

This Settlement Agreement between the parties constitutes settlement of the Collective Agreement for the Period of January 1, 2009 to December 31, 2009.

1. CUPE Members shall receive a 2% wage lift plus a 2% inflation lift applied to the wage Rates Effective January 1, 2009.
2. The parties agree to convene a committee to review and discuss the proposed General Manager position pursuant to Article 19 of the Collective Agreement. This committee shall consist of two (2) CUPE members and two (2) student Society members. The mandate of the Committee shall include reviewing the proposed General Manager job description and the potential effect and impacts on included positions.

The parties agree to utilize a member of the British Columbia Labour Relations Board (BCLRB) "Relationship by Operation" (RBO) Program to assist in committee functions as may be required.

3. CUPE Local 2081 agrees to initiate a research project pursuant to Article 43(a) of the Collective Agreement to form a comparator wage grid with respect to other student union employee's in this province.

The Union will share this document and any related source documents with the employer which may be utilized for discussion purposes as part of item number two (2) above.

This Agreement has been agreed to by all parties and shall be recommended to all parties for approval.

DATED and SIGNED this 5th day of August, 2009,

in the City of Victoria, Province of British Columbia.

For the CAMOSUN COLLEGE  
STUDENT SOCIETY

\_\_\_\_\_  
Board of Director

\_\_\_\_\_  
Board of Director

**Original Copy  
Signed  
By both parties  
August 5, 2009**

For the CANADIAN UNION OF PUBLIC  
EMPLOYEES, LOCAL NO. 2081

\_\_\_\_\_  
Bargaining Chair CUPE 2081

\_\_\_\_\_  
Ian McLean  
CUPE National Representative