

2016 USW Negotiations  
Kimberley Alpine Resort

## **TENTATIVE AGREEMENT REACHED**

### **RATIFICATION MEETING**

Following seven days of bargaining this Fall between your USW Local 1-405 Bargaining Committee and Resorts of the Canadian Rockies, a tentative 3-year agreement has been reached.

Your USW Negotiating Committee is recommending acceptance of the memorandum.

- Wages – 5% increase over three years (2%, 1.5% and 1.5%)
- Increase in vacation allotment to four weeks and 8% for employees with 10 years' continuous service and at least F/T in Winter Season and P/T in Summer Season
- Benefit Rate Increase – A \$0.02/hour increase to \$0.52/hour
- In the event of a partial closure (lift down, run closure, lack of snow) all pro patrollers will be utilized before volunteers
- Year-round employees do not have to submit notice of recall
- Probationary employees will be scheduled and offered work by date of hire
- Improved Union Leave language
- Chairlift Operator, Attendant, Summer Grounds Maintenance, Summer First Aid Attendant now receive same rate as Winter position
- Brushing added to Summer Grid at \$15.95/hour
- Parks Facilities Coordinator Classification – Now receives Chairbase Attendant Rate at \$15.16/hour

- Establishment of EFAP (Employee Family Assistance Program) process
- Improvement to Tools and Equipment allowance to \$45/season; Cooks and Kitchen Staff eligible for same benefit for CSA approved footwear
- Resort to provide CSA approved helmets for Patrollers at cost
- Employee Ski Pass now eligible until end of season at Kicking Horse and Fernie until end of those resorts' season.

Please contact the Local Union if you do not receive a copy of the bulletin or would like a copy of the memorandum prior to the meeting.

## Meeting Time and Date

The Ratification Vote will be held during the afternoon on December 14 from 12-4PM. The vote will take place in the Slopeside Cafeteria.

Wednesday, December 14, 2013; 12-4PM – Slopeside Cafeteria

Please attend this important meeting and cast your vote.

Your USW Local 1-405 Bargaining Committee:

Rob Honeyman, Karen Paynter and Joann Castle along with Jeff Bromley, Financial Secretary of USW Local 1-405 and lead negotiator.

# Vote Yes!