

## 2016 USW Negotiations Nelson and District Credit Union

# USW Membership at Nelson and District Credit Union ratify new 4-year collective agreement

Over two days of voting for the Nelson, Rossland and East Shore (Crawford Bay) branches of Nelson and District Credit Union, the unionized staff have voted overwhelming in favour of the new 4-year collective agreement agreed to August 24.

Following a turbulent history at NDCU between the USW and Management, this collective agreement is the first that has been agreed-to and ratified without a strike vote, mediation, threat of job action, strike or lockout in the 40-year history of USW being certified to NDCU.

“I believe it signals that a page has been turned on that history,” offered Jeff Bromley, lead negotiator for the USW Local 1-405 that represents the unionized staff at NDCU. “My membership realizes that the profit margins of the Credit Union aren’t what they used to be and that there are challenges to the business, however I believe that both bargaining committees worked hard to bring this deal back to the membership and the NDCU board. It’s a deal that works for both parties and was a fair process that shows what can happen when both parties work as partners rather than adversaries.”

### Highlights of the agreement include:

*Special Vacation for long-term employees’*  
*Health Care Spending Account increase*  
*A discipline sunset clause*  
*Improved promotional increase language*

*Orthodontic coverage increase*  
*7.4% wage increase/4 years*  
*Improved job posting language*  
*Job Share flexibility*

“The improvements to the agreement mirror many of the improvements negotiated at other Credit Unions within our Local Union. In some examples they exceed them,” said Bromley. “Many employers could take a page from this round of bargaining between NDCU and the USW as an example how to get it done in spite of the hurdles that the business currently faces.”

The ratification of the NDCU agreement leaves only Kootenay Savings Credit Union outstanding of the four Credit Unions certified to USW Local 1-405 as members there still face concessionary bargaining.