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## Wilfrid Laurier University's Board of Governors approves new contract with CUPE Local 926

WATERLOO – Wilfrid Laurier University is pleased to announce that the university's Board of Governors has approved a new contract with CUPE Local 926, which represents approximately 110 custodial, grounds and trades employees at Laurier's Waterloo campus and Kitchener location. CUPE ratified the agreement July 17.

"I would like to recognize the time and effort put forth to reach this settlement," said Max Blouw, president and vice-chancellor of Wilfrid Laurier University. "We achieved a fair and responsible agreement that is in line with other settlements at Laurier and across the university sector."

The three-year agreement is retroactive to July 1, 2015 and expires June 30, 2018.

Highlights include:

### Compensation:

- 1.5 per cent pay raise each year of the three-year contract.
- 0.5 per cent increase as pension and post-retirement benefits offsets – January 2017, July 2017, January 2018.

### Pension & Benefits:

- The same pension and post-retirement benefits changes agreed to by other employee groups, including cost-sharing on post-retirement benefits for all members retiring on or after Jan. 1, 2018. This date provides CUPE members with a similar notice period to other employee groups.

### Operational:

- To provide for a sustainable and efficient model to deliver custodial services, the university now has the ability to contract out as custodial positions become vacant through attrition. This language is similar to language CUPE has agreed to at other universities. It is important to note that no current Laurier custodians will lose their jobs or be laid off as a result of contracting out.

The university and CUPE began negotiations in October 2015. The parties met 14 times, including five days with a conciliation officer from the Ministry of Labour and two days of mediation. The union began strike action July 10, 2016. The parties reached a tentative agreement on July 15, 2016. Members of CUPE Local 926 ratified the agreement on July 17, 2016.