



## JOINT NEWS RELEASE

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### **City of Nanaimo and Canadian Union of Public Employees reach three-year deal**

*Agreement retroactive to January 1, 2023*

The City of Nanaimo and Canadian Union of Public Employees (CUPE) Local 401 have agreed to a new three-year collective agreement, with wage increases of 4 per cent for 2023 and 2024 and 3.5 per cent for 2025. The new deal replaces the previous contract that expired December 31, 2022.

In addition to wage increases, the new collective agreement contains changes to support recruitment and retention of aquatics staff, improvements to the scheduling process for those staff, and enhanced mental health benefits for employees. The union represents 737 City of Nanaimo employees.

The new collective agreement is consistent with other local government contract settlements.

### **Quotes**

"With this new collective agreement, we look forward to continuing our strong relationship with City employees and the union that represents them. The settlement is fair and reasonable for both sides."

Leonard Krog  
Mayor  
City of Nanaimo

"We are happy to have a deal settled that is fair for our members and recognizes the need to recruit new staff. Our members are proud of the work they do and the tenor of bargaining indicated to us that the employer recognizes the contribution that those employees make to keeping our municipal services some of the best you will find anywhere."

Blaine Gurrie  
President  
CUPE Local 401

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