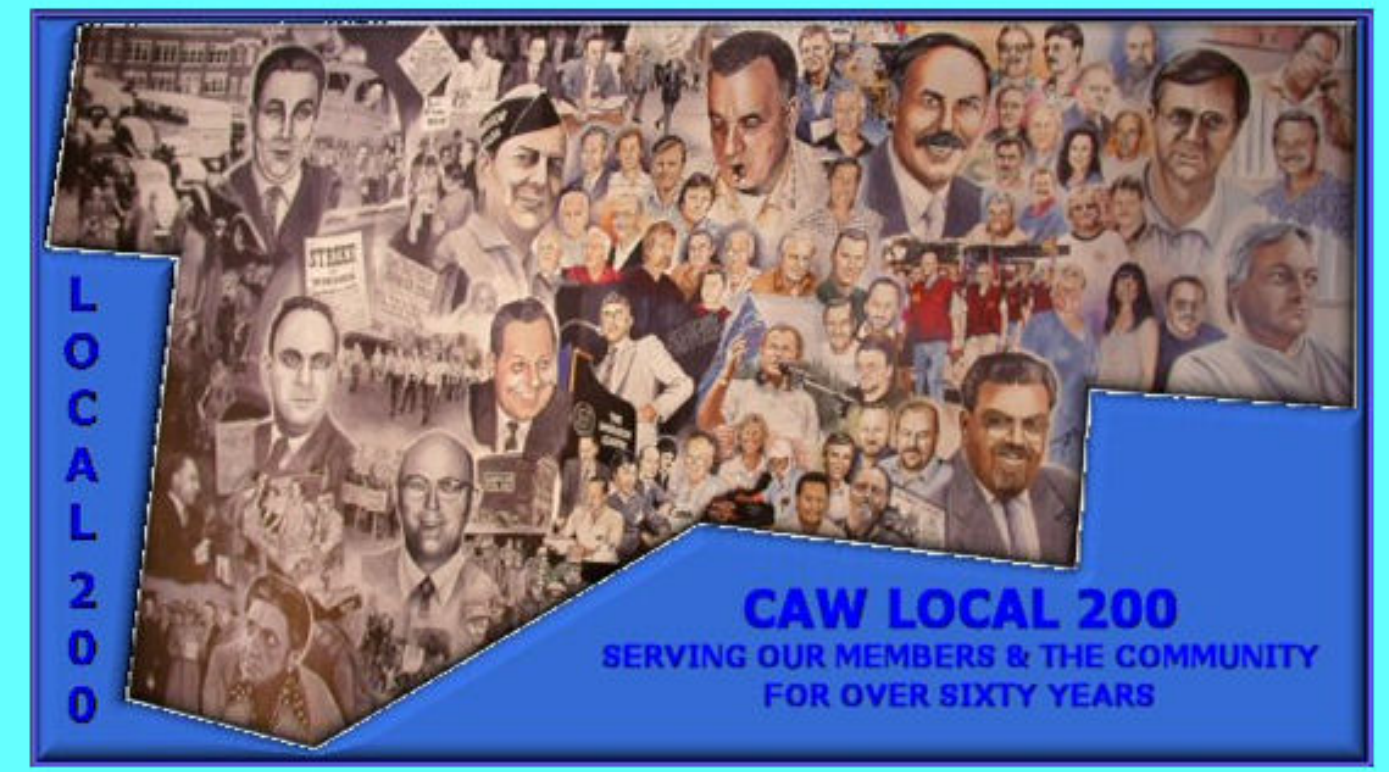


Bargaining Breakthroughs

1940	Paid Vacation
1945	Union Security (Rand Formula)
1948	Paid Holidays
1948 (starting 1950)	Cost of Living Allowance (COLA)
1950 (3% in late 1960's)	Annual Improvement Factor (AIF)
1950	Pension
1954	Medical-Hospital-Surgical
1955	Supplemental Unemployment Benefits (SUB)
1973	Optical & Dental
1974	Health & Safety Committees
1976	Hearing Aids
1976	Pension 30 and Out
1976 (Extended in 1979 then lost in 1982)	Paid Personal Holidays
1977	Paid Education Leave (PEL)
1981 (Improved in 1982)	Video Display Terminal Protection
1982	Paid Maternity Leave
1983 (Expanded in 1987)	Childcare
1984	Legal Services Plan
1984	Income Maintenance (Beyond SUB)
1985	Union Counsellors
1986	Affirmative Action
1986	Health & Safety Company Wide Co-coordinators
1986	Weekend Worker
1987	Pension Indexation (For Future Retirees)
1990	Social Justice Fund
1990	Four Day Weekends
1992	Phased Retirement
1992	Same Sex Benefits
1993	Employment Equity Representatives, Women's Advocate
1994	SPA Week
1993	Harassment: Right to Refuse & Training
1996	Outsourcing Protection: Work Ownership
1996	Protection from changes to Labour Laws
1996	Union Training Funds
1999	Pension Indexing – All Retirees
1999	Skilled Trades Union Education Fund
1999	Tuition Scholarship
1999	Child Care Subsidy
1999	Retirees Education Fund
1999	Additional SPA week
2002	Paramedical Coverage
2002	Indefinite Layoff Protection (Special SUB)
2002	Homemaking Service & In Home Nursing
2002	New Investment Commitment



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SERVING OUR MEMBERS & THE COMMUNITY FOR OVER SIXTY YEARS

