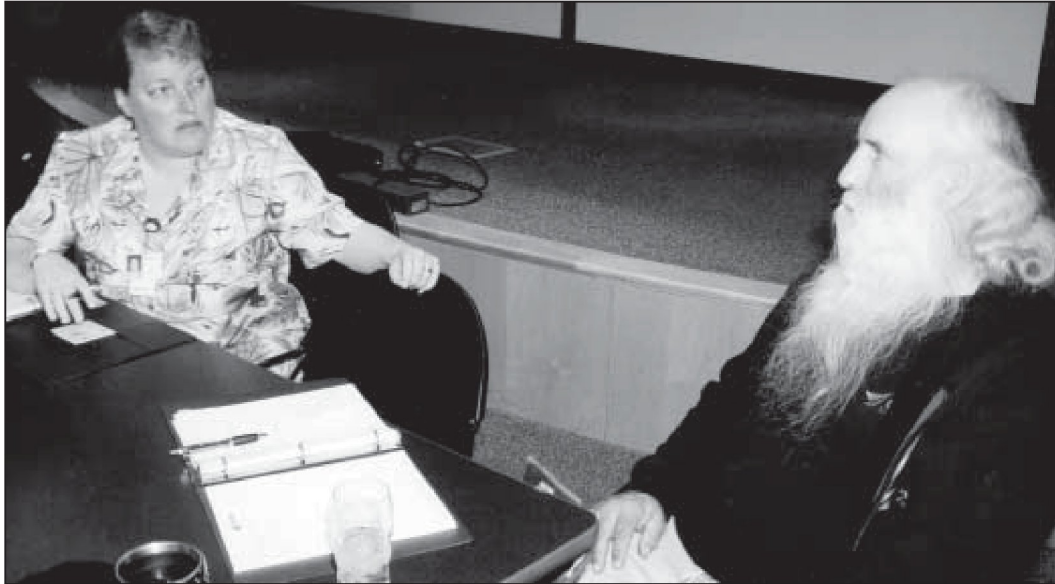


2% wage increase at BC Hydro plus Gainsharing Program



COPE Vice-President for BC Hydro Gwenne Farrell confers with union negotiating committee member John Mitchell at a membership meeting in Burnaby.

COPE members at BC Hydro and Powertech Labs voted to accept a one year agreement that brought a 2% wage increase effective April 1, 2005.

The settlement also includes a continued Gainsharing Program that provides a potential payout of up to 4% of a member's regular earnings.

"Members got a wage increase without making any major conces-

sions. This was quite an achievement given the difficult climate for utilities bargaining. COPE members at Accenture face such severe concession demands it's ludicrous," said COPE 378 Vice-President Gwenne Farrell from BC Hydro's Dunsmuir office who served on the COPE 378 Negotiating Committee.

In addition to Farrell, other union

bargaining committee members were Roger Trip, Danny White, Katrine Ireland, John Mitchell and Sharon Thomas as well as Senior Union Representatives Scott Watson and William Bell. COPE 378 President Andy Ross is an automatic member of all union bargaining committees.

The new contract runs from April 1, 2005 to March 31, 2006.

In about face, BC Hydro reneges on extended health care costs

BC Hydro recently announced it is overturning its decision to reimburse all employees for paramedical service visits to chiropractors, acupuncturists, naturopaths, podiatrists, physiotherapists, massage and speech therapists.

COPE is filing a grievance over the company's reversal. "We'll be pursuing this vigorously through arbitration," said COPE 378 Vice-President for BC Hydro Gwenne Farrell.

Earlier in 2005, COPE had won a grievance at BC Hydro after the company refused to live up to its commitment in the Extended Health Care Plan. In contravention of collective agreement language and the Hydro Extended Health Care Plan, the company wrongly paid just \$10 and the member had to pay the balance for each paramedical service visit.

The extended health plan provides reimbursement for medical expenses not covered by the Medical Services Plan of BC (MSP). Until Hydro's recent about-face, any BC Hydro employee who had a medical claim could anticipate being reimbursed.

In January 2002, the BC Liberals downgraded MSP and said paramedical services such as massage, chiropractor, naturopath, and physiotherapy were no longer covered. Until that time, if a paramedical visit cost \$30 for example, the patient paid a \$10 user fee and MSP covered the balance. BC Hydro employees then applied for a \$10 reimbursement under their extended health plan. After COPE's grievance win, that was again the case until late this summer when the company reversed itself.

COPE members are again stuck paying the difference for health services that MSP used to cover. Language in Hydro's Extended Health Plan is clear and the company is not living up to their commitment.

private auto insurance
discrimination case

YOUNG DRIVERS
NOT WANTED...

by private auto insurance companies

Do you think it's wrong that some private auto insurance companies charge all young drivers higher auto insurance rates even if they're safe drivers?

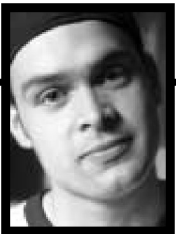
Do you think it's wrong that some private auto insurance companies charge all young male drivers higher auto insurance rates than young female drivers even if they're safe drivers?

Do you think it's wrong that some private auto insurance companies charge single drivers higher auto insurance rates than married drivers?

In other words, do you think it's wrong that some private auto insurance companies discriminate against people on the basis of age, gender or marital status instead of basing auto insurance rates on their actual driving record?

Or that it's wrong that some private insurance companies profit from their ability to discriminate against people?

Are you willing to do something about it?



We are looking for a small group of people willing to take a stand against discrimination by private auto insurance companies - by pursuing a legal challenge in BC Supreme Court against companies who use discrimination to profit. We believe this discrimination is illegal and we are seeking a Court judgment that would stop this discrimination.

There would be no financial liability on your part to participate in this court case, just a commitment of a small amount of your time. We would pay the legal fees. If you are interested and are between 16 and 25 years of age and single or over 60 years of age regardless of marital status, please contact us at:

Anti-Discrimination Lawsuit
Suite 560 - 280 Nelson Street
Vancouver, BC V6B 2E2
or: fair_insurance@fastmail.fm

Legal challenge on discrimination by private auto insurance co's

◀ These advertisements appeared in local and student newspapers in B.C. eliciting young people, who feel they have been discriminated against regarding their auto insurance rates, to join a legal challenge in BC Supreme court.

The Insurance Corporation of BC does not currently discriminate on the basis of age, sex or marital status. Motorists in other provinces have filed complaints to human rights organizations on the issue.