

HOW MUCH



WILL YOU BE MAKING IN 2012??

HIGHLIGHTS OF NEGOTIATED WAGES IN THE RICHMOND IKEA COLLECTIVE AGREEMENT BY 2012

Base hourly wage rate as of January 1, 2012 for employees who have completed 4 years of service:

Rate "A"	\$21.09	Departments include: Com & In, Prevention, Kitchens, Work IKEA, Logs w/Forklift License, Full Serve Handout/Shipping
Rate "B"	\$19.92	Departments include: Resolutions, Expeditor, Cash Hourly Coordinator
Rate "C"	\$19.16	Departments include: Marketplace and Showroom Sales, Builder, Recovery, Returns & Exchanges, Furniture P/U, Home Delivery Logs (Replenishment, Administration, no Forklift Lic.)
Rate "D"	\$16.10	Cash, Smaland, IFS
Rate "E"	\$13.80	Carts, Runner, Cleaner

For employees who have **less than 4 years of service** there is a wage increase on the anniversary date of hire.

Example:

Rate "C" Employee - Start Rate	-	\$11.10
1 year of service	-	\$12.32
2 years of service	-	\$13.80
3 years of service	-	\$15.32
4 years of service (Jan. 1, 2011)-		\$18.78
4 years of service (Jan. 1, 2012)-		\$19.16

REMEMBER - Collective Agreements ARE Progressive

The terms and conditions contained in a Collective Agreement are always centered around **your input and proposals**.

In a first Collective Agreement, the foundation is established for the articles and content. The Term of this agreement may be shorter than future agreements – that's so you don't have to wait long to make changes that improve your benefits and protection.

As the Collective Agreement "matures" over the years through additional rounds of bargaining, articles and content will become more tailored, as well as, address changes in the workplace.

At IKEA Richmond, which was certified in 1981, employees have enjoyed many benefits of working under a mature Collective Agreement that addresses their needs such as:

- A detailed department wage structure
- Guaranteed full-time and part-time positions
- Shift differentials
- A fair job posting procedure
- Established breaks

You too can benefit from having your own negotiated Collective Agreement that will be customized to your working conditions.